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HOW 'BLITZ' HAS TESTED OFFICERS
—Page 27

GET GOING—NOW!

was with a good deal of hesitation that we published last month an account of the ventry air raid—the first of a series of ncentrated attacks on provincial centres—d suggested some of the lessons which local vernment officers and all concerned with il defence might learn from it. That sitation was not inspired by any fear that owledge of what a "blitz" means would mage public morale; on the contrary, we ld that the more the public is told the varnished truth about the war, and the s it is stuffed with the complacent, senti-ental, optimistic, and bombastic eyewash e newspapers—and sometimes even Cabinet inisters—persist in ladling out to it, the tter is its morale likely to be. The British ople can stand the truth; indeed, if they e not to collapse like the French, at the first olent puff from the big bad wolf across the hannel, they have got to be able to stand it—id act upon it.

Our hesitation in publishing the article was spired by other motives. Appearing, as it d, six weeks after the raid, we felt that it ould be hopelessly out of date. All the formation it contained, we imagined, would ave long since been passed on to local uthorities and their executive staffs every-here by the Ministries concerned; the con-lusions it reached, and the lessons to be rawn from them, would be forming the basis f plans and practice throughout the country.

Go teach your grandmother to suck eggs!" e mentally heard our readers saying. "Your rticle is stale, your lessons old, your sug-estions obvious and amateur. We've applied hem all—and better—long ago."

Unheeded Lessons

THE reception of the article was very different from these expectations. To ur astonishment—knowing how incomplete was—it was highly praised. Branches, A.R.P. controllers, town clerks in widely cattered parts of the country asked for extra opies to supply to their councillors, com-mittees, and staffs. Many declared that they had found it of great value, and asked for more information on the same lines.

It is in no sense of pride that we record these facts, but of profound disquiet. For, by January 1, when it appeared, the details and lessons of the Coventry raid of November 14, and of other raids before and since, *should* have been known to every local government officer and civil defence worker in the country. More than that, effect should have been given to those lessons, so that never again would Coventry's experiences be repeated.

They were repeated. Birmingham, Sheffield, Southampton, Portsmouth, London, Manchester, Bristol, and other cities made, in greater or less degree, the same mistakes, and their people suffered the same needless hardships. Some were better prepared than others, but in none, so far as our reports indicate, was there that thorough preparation for the worst which emerged as the greatest lesson of Coventry's tragedy. Precautions against incendiary bombs were inadequate, rest centres unequal to the strain thrown on them, facilities for large-scale communal feeding incomplete, vital services dangerously concentrated in target zones. Even to-day, we hear of town, and cities as yet "unblitzed" which are unready for the attack if and when it comes.

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Delayed Action Defence

THE present drive for fire-bomb parties vividly illustrates this delayed-action defence. The use, potentialities, and danger of the incendiary bomb were well known long before the war began. Its menace in congested areas was made clear in the first attack on London in September, and Coventry underlined the peril of relatively unprotected business sections of a city in a night assault. Yet it was not until after the second great fire of London on December 29—six weeks after Coventry—that Mr. Herbert Morrison announced compulsory fire-watching for all danger areas. And, as we write, business men and householders throughout the country, lacking more than vague suggestion from above, are concerting an astonishing variety of patrol schemes.

It has been the same with shelters, rest centres, communal feeding, billeting, and the other raid and post-raid activities—unimaginative planning, delayed execution, and inadequate instruction.

For this the local authorities must share part of the blame. But only part. The direction of civil defence was not in their hands. The responsible Ministries had—or should have had—all the information. Within a week of the first attack on London they knew where the rest-centre scheme had failed and what measures were needed to prevent a similar failure elsewhere. Within a week of Coventry's raid, they knew the full extent of the fire-bomb danger, the need for more ample static water supplies, augmented fire-watching and messenger services, dispersed rest centres, communal feeding arrangements, mobile repair squads, and the like. Every local government officer knows how promptly they acted upon that knowledge. He knows that to-day, weeks, months, and in some cases even years after full information was available, most areas are just beginning—and some have not yet even begun—to act upon it.

If Invasion Comes

THESE are disturbing considerations. At any moment now we may be faced with vicious and concentrated attack, by land, sea and air, of a type and intensity none of us has yet experienced or even imagined—for if the Germans really intend to invade this country, previous experience shows that, having learned the strength of our resistance, they will do the job thoroughly. Bombing and incendiary raids, delivered by thousands of planes, may last for days rather than hours, gas may supplement high explosive and thermite (is any area ready for a heavy gas raid?), water and food supplies may be poisoned or polluted, enemy troops in our midst may attempt to dislocate transport and sabotage services, new weapons may be employed to catch us unaware. We have been warned of all these dangers. Are we ready to meet and counter them?

It is the duty of every officer concerned in any capacity with civil defence to put these questions to himself and to look to his weapons. Where he knows that he or his section of the service is unprepared, he must see that the position is remedied at once. Where his knowledge is incomplete, he must complete it—by personal investigation, if necessary, and without waiting for the information to trickle through some Ministerial bottleneck. No less important, he must concert with his colleagues everywhere and get rid, once and for all, of the spirit of parochial self-sufficiency which has acted too long as a brake on local government efficiency.

The local government service has already shown that, in the aggregate, it has the necessary knowledge, the necessary experience, and the necessary skill, to counter successfully every enemy attack on the civil population. But those qualities are still too often cribbed and confined in out-of-date departmentalism. We all know that bombs are no respecters of borough boundaries, and that the enemy will not wait until committees have reported and councils met—but have we yet accepted the conclusions to which those facts lead?

If civil defence is to prove equal to the real test when it comes, it must enormously speed up the pooling of its experience and the co-ordination, on a national scale, of its activities. It will probably need to do the job itself, since

nobody else seems likely to give it the lead in time. It must make the running—and get going now!

The Cost-of-Living Index

IT is unfortunate that the Ministry of Labour inquiry into the weekly expenditure of households below the £250-a-year income level, begun in 1937, could not be completed before the outbreak of war. Had it been, we should by now have had a cost-of-living index figure reflecting far more accurately than does the present one the real rise in living costs.

While it is impossible, from the results of the inquiry* to calculate how far the cost of living has, in fact, risen since the outbreak of war, the figures quoted show clearly that the rise must be greater than the index now indicates.

The index, as most people know, is based upon the prices of a limited range of items in a sample "working-class" budget of 1914. In that budget, food accounts for 60 per cent of the total, and "miscellaneous items" for only 4 per cent. In the new sample budget, based on the much fuller 1937-38 inquiry, food accounts for only 40 per cent and "miscellaneous items" for 30 per cent. The present index, therefore, gives undue emphasis to changes in food prices and far too little weight to the costs of other things, such as household materials and equipment, tobacco, travelling, newspapers, entertainment, medical and dental expenses, insurances, etc. To-day, food prices, in the main, have been "pegged" by controls and subsidies, and have thus risen relatively slightly, while the prices of goods in the "miscellaneous" category are uncontrolled, are subject to purchase tax, and have thus risen substantially. The present index, therefore, in exaggerating the purchase of controlled-price foods, and minimising the purchase of uncontrolled and taxed goods, gives an inadequate picture of the real increase in the cost of living.

It is interesting, incidentally, to note that the "average" family covered by the Ministry of Labour inquiry—consisting of 1¾ wage or salary earners—spent 1s. 4½d. a week on trade union subscriptions, equivalent to just over 9d. a week for each wage-earner. NALGO's subscriptions—most of them based on higher incomes—range from 1½d. to 7½d. a week, and the majority of its members pay 5d. or less.

Who Get the Rises?

FURTHER details of the wage increases in industry between October, 1938, and July, 1940, published in the "Ministry of Labour Gazette" for December, confirm the conclusion we drew last month, on the basis of figures given in the November "Gazette," that the cost of living bonus sought by NALGO is exceptionally modest. Miscellaneous manufacturing industries head the present list, with an increase of 32 per cent in the period under review. Others include chemical, paint, and ore industries, 25 per cent; iron and stone mining and quarrying, 23 per cent; transport and storage, 19 per cent; brick, pottery and glass, 19 per cent; and leather, leather goods and fur, 16 per cent. At the bottom of the list are the public utility services, with an increase of 10 per cent.

These figures, of course, cover wage-earners only. But they do dispose of the suggestion, heard so often in council meetings, that in asking for a bonus of 6 or 10 per cent for its lower-paid members, NALGO is seeking to profit at the expense of impoverished ratepayers who have had no comparable increase to help them meet the rising cost of living—particularly when it is remembered that, in covering the period to July, 1940 only, the figures ignore the war wage increases granted since then. Intelligent use of the information in these two articles and of the household budget inquiry should be of material help to branches submitting bonus claims.

* Weekly Expenditure of Working Class Households in the United Kingdom in 1937-8: H.M.S.O., 3d.

Blitz Preferred!

NALGO'S scheme for finding hospitality in quiet and "safe" areas for civil defence workers who are suffering from the strain of prolonged "blitz" conditions is not going so well as its promoters hoped. Despite a tremendous amount of organisation at the Association's London office, so far only two people, one man and one woman, have been found recuperative holidays.

The reason is a surprising one. There has not, as might have been expected, been any lack of offers of hospitality. On the contrary, the response has been extraordinarily generous. People from all parts of the country, of all walks of life, both within and outside the local government service, have offered their homes and, where they could, financial aid in giving the bomb-weary a rest in peaceful surroundings.

On the other hand, there has, as was certainly not expected, been an astonishing dearth of candidates for the hospitality available. Whatever the reason—the recent lull in enemy activity, pressure of work, inability to find substitutes, or just obstinate refusal to leave the "front line" even for a day or two—London's civil defence workers appear unwilling or unable to escape when the opportunity is offered them.

This is unfortunate, for there must be many who would benefit, in body, mind, and efficiency, by a break, however short. To carry on, or to insist upon others carrying on, when near breaking point is short-sighted, especially to-day when we may, at any moment, need the most robust and efficient services that we can provide. For their own sakes, and for the sake of the whole civil defence organisation, officers who are themselves "played out," or who know of others who are, should get in touch with NALGO at once. It will be able to provide them with the names of a large number of potential hosts eager to welcome them and do all possible to make them comfortable.

Entertaining the Troops

WE continue to hear of excellent work by NALGO branches in entertaining members of the Forces stationed in their areas. A recent example was provided by the small Hindley and Abram branch, Lancashire, which gave what must have been a first-rate Christmas party to about 50 Highlanders.

Another small branch, that at Hinckley, in Leicestershire, has earned the gratitude of about 80 NALGO members, mostly from the Metropolitan area, who were stationed in the district recently in a company of the R.A.O.C.

"The branch," writes one of its guests, "provided us with home comforts and entertainment . . . we were all sent to the houses of members, who gave us a very fine time . . ."

That is the true NALGO spirit. The same spirit is being shown by the Grimsby and Isle of Wight branches.

Grimsby has compiled a register of members willing to entertain NALGO warriors in its area, and now has an imposing list of people ready to offer the hospitality of their firesides, company, and baths if necessary, to men stationed in the district. All who would like to take advantage of this generous offer should get in touch with the branch secretary, Mr. J. W. L. Buxton, at the borough treasurer's department, Victoria Street, Grimsby (Grimsby 1645), who will, if desired, try to find hosts working in the departments they occupied in peacetime.

A similar scheme has been inaugurated in the Isle of Wight, where many members throughout the island have offered personal hospitality and facilities for baths. All seeking this hospitality should write to the secretary, Mr. Matthews, at the County Hall, Newport.

A Savings Triumph

NOR need the activities of the small branch be restricted to personal hospitality and entertainment. It can, as the Droxford R.D.C. branch has shown, make a substantial contribution to the war savings movement.

Although it has only eleven members, the branch decided some months ago to form a national savings group. The problem of finding a secretary was readily solved, after the manner of Much Cowslip, by electing Mr. G. J. Brice, the branch secretary, in his absence. The members were enrolled at the local food office and later 42 roadmen were added—with the result that the group soon increased to 53 members and collected £73 17s. 6d. in 17 weeks. If every eleven members of NALGO were to do as well, we should (unless our arithmetic is much at fault) contribute more than £2,250,000 to the national exchequer every year. Why not?

J. Y. Fawcett

WHILE shortage of space has compelled the virtual exclusion from LOCAL GOVERNMENT SERVICE of personal news about members, we cannot allow the retirement of Mr. J. Y. Fawcett from the secretaryship of the South Shields branch to go unrecorded.

In an organisation remarkable for the enthusiasm, devotion, and loyalty of its branch officers, Mr. Fawcett has been outstanding. During his 13 years as secretary at South Shields he has seen the membership increase from 200 to over 600, and the branch become one of the most active and progressive in the country. More than that, he has for the same period been a member of the north-eastern district committee, of which he is now vice-chairman, and has not missed a single meeting in that time.

But it is with the Benevolent and Orphan Fund that his name will always be most closely associated, and none who has attended a NALGO conference will readily forget his eloquent appeals on the Fund's behalf.

All these activities were recognised by the branch the other day, when Mr. Fawcett was presented with a radiogram. We feel sure that members living far beyond South Shields will join in the warm tributes then paid to him.

Congratulations to—

Rothwell branch (Northants) for raising £160 by means of a "Christmas Cheer" to help the urban district council's fund for the provision of mobile canteens.

Matron and staff of the **General Hospital, South Shields,** for raising, by means of a day of work, £200, of which half was given to the Benevolent and Orphan Fund and half to local war charities. The sale of work itself realised £172, but the nurses, determined to make it £200, voted the balance of £28 from the hospital recreation fund.

Peterborough and District branch, improving on the national appeal for a 1d. a month subscription to the Benevolent and Orphan Fund by fixing a sliding scale of contribution, based on salary. Members earning up to £120 a year are asked to subscribe 1d. a month, and those earning between £121 and £260, 6½d.; between £261 and £500, 3½d.; and over £500, 1s. 0½d. The odd halfpence are intended to "even up" halfpenny local levy and to enable a round sum to be collected from each member; all subscriptions are deducted from salaries.

The following branches, for deciding to contribute 6d. per member per month to the Benevolent and Orphan Fund:

Barry	**Llanelly R.D.C.**
Burnley	**Mountain Ash**
Buxton	
Hucknall and Kirby	**Northwich**
Essex Rivers Catchment Board	

Merthyr Tydfil branch, for raising £2 for the fund by means of a penny draw with [illegible] the prizes!

The 'Blitz' has Tested Officers, too

says BARBARA BETTS, in this challenging article exposing some of the personal failures of local government officers to meet the war's demands. Do YOU agree with her criticisms—and, if you do, how would you remedy them? We shall welcome constructive comments on this vital topic.

IE "blitz" has tested the individual personal worth of officers as peace- never did. I believe that any committee inquiry into local government at this od would write, as the Hadow Committee te in 1934: "We have heard little serious icism of officers and we have been favour- impressed by the evidence given on their alf."

Although this would apply to the service as hole, there have, of course, been individual ures, just as there have been faults in the ucture of local government. These failures not unconnected with the faults of structure: small authority which has always "muddled ng" happily in peace-time is not, for mple, the best training ground for any cial. None the less, certain criticisms ught by the layman are not without founda- n, even in some cases where they were not be expected.

o Much Red Tape?

There is the criticism, for example, that al government officers tend to shirk responsi- ty and take the legalistic view. It is tainly true that, while complaining of Govern- nt red tape, some officers have tied them- ves up in it more than was necessary. uncil officials have often bewailed the flood Government circulars, but not all have been pable of picking the essentials out of them d ignoring the rest.

Chaos can be caused, for example, by inter- eting A.R.P. circulars too strictly. I know one prominent officer who declared it possible to provide accommodation in a mmunal shelter for every resident in a orking-class block of flats, because the .R.P. circular said accommodation was to provided on the basis of 70 per cent of the rmal number of tenants. Clearly, this rcentage was to allow for evacuation, which this case had not taken place, but the officer rsisted in interpreting it legalistically. Time as wasted in drawing up plans on the 70 per nt basis. Not until there had been deputa- ons of tenants to the town hall and debates the council chamber did the officer under- ke to apply for permission to build 100 per nt accommodation. On the facts being plained to the regional A.R.P. authorities, got it at once.

nequal to the Job?

Again, there have been disturbing signs that ork on a local authority does not always fit officers for the rough and tumble of totali- rian war. In the peaceful backwaters of ocal government, where there are never any g decisions to make, men get used to a quiet utine, and it is perhaps not surprising that ey find total war too much for them. One uld not so much blame the older men in ese cases for sinking thankfully into retire- ent, particularly when so many of their uncillors melted away before the "blitz" e snow in summer. But it is more alarming find high officers of important authorities, o were nearing retirement age when the blitz" broke, making it clear that they do t intend to carry on a moment longer than ey are obliged to do. We are frequently ld to-day that trained local government ficers are running short of the demand; local thorities are appealing for some of their mbler officers to come back out of retire- nt to meet a need. Should not the high nsficials set the example of "No rest till this r is won"?

To take another point, it is true that lack of initiative has sometimes shown itself, in small ways. I have seen the homeless turned away from a department with their questions unanswered because "the gentleman who deals with the matter" had gone to lunch. Nobody seemed to have thought of the obvious remedy of a shift system, yet it was something the

"Hello, Wendy, why aren't you at school?" "Didn't you know? There's an expectant bomb in our playground!"

officers themselves ought to have improvised spontaneously.

The whole question of the local government officers' approach to the public was thrown into relief by the "blitz." I want to pay tribute to the warmheartedness of many high officials when brought into contact with the suffering people; to the undeviating cheerfulness of some doorkeepers, dealing with the public at their most exasperating. But I believe that officers and councillors can never err on the side of over-kindness or of over-zeal.

Town Hall Atmosphere

The public is very sensitive to the atmosphere of a town hall; a lot can be done there in minor ways to increase or alleviate suffering. Bitter feelings were caused in one London borough, for example, at the speed with which the damaged town hall was repaired while private homes were left exposed to the weather for weeks. In that borough, it still takes something like a month to get first-aid repairs executed to a house; yet the town hall was not only repaired with rapidity—the damaged rooms were re-decorated, while french polishers restored the woodwork to its former glory. When the army of builders, glaziers, painters, and polishers had finished, one could not have told that a bomb had fallen near.

The rapid repair of private houses is one of the most urgent problems of the "blitz." Officers should bring every scrap of initiative they have to this work.

Now that most town halls in bombed areas have information bureaux for raid victims, the latter are spared the ignominy of being hustled from department to department. But there are still different ways of answering inquiries: the efficient, but unsympathetic way can still be found; so can the method of not doing more than is immediately within one's sphere. I shall always remember the distress of one woman, bombed out and narrowly escaping death, who went to the Assistance Board for help, was given £3 for the replacement of immediate necessities like clothes, and had to spend it all on food, because she did not know there was such a thing as the Prevention and Relief of Distress scheme. The official she saw had not thought it his business to mention it, as she had murmured something vaguely about "compensation." I raised the matter with another representative of the Assistance Board, who replied: "It isn't our job to suggest to the public what they should ask for!" Of course, we all know that the Assistance Board is an "ad hoc" body and necessarily a "soulless machine." But can we honestly say that the same attitude is never found in local government?

Overburdened Officers

These failures of personality are not, I repeat, unconnected with the faults of our present local government structure. The authority which is an anachronism, whose functions are uneconomic, and whose resources are inadequate, is likely to curtail the initiative and drive of its officers and subject them to personal influences. Moreover, while so many authorities at present are going their own sweet uncoordinated way, it is not surprising that their internal departments go unco-ordinated also. Yet something must be done at once. The war will not wait for reforms. When a town is facing a "blitz" and every department has a part to play in A.R.P., initiative must be encouraged and the work of the council must be planned as a whole.

I believe that the piling of A.R.P. work on executive officers has gone too far. It is impossible to get the best work out of a controller who is also expected to run an important department of the council, or out of chief officers who are spending half their nights in the control room. The ideal is to relieve the executive officer of detail work, to leave him free as far as possible to plan broad policy. This ideal had not been achieved, even before routine A.R.P. work was placed on these officers.

Now, in most authorities, there is no central plan at all. The opposite process takes place very often. The job of removing furniture, for example, is placed on a local authority and is promptly hacked into four pieces and given to four different departments.

Central Planning Needed

Even within the present inadequacies of our local government structure, something can and must be done. Central planning is needed within each local authority. The foundations of better government could be laid now if, as a first step, regular consultations were held between the executive officers of an authority to draw up its plan of campaign. The town clerk or the controller must move into a leadership which covers the whole work of the council. Sir Ernest Simon* has well described the ideal part which the town clerk of the future should play; co-ordinating the work of all committees, helping the council to plan broad policy, and supervising the general efficiency of the council. At the moment, he writes: "It is nobody's business to plan the good government and development of the city as a whole." Good government is still necessary, even in a "blitz."

(Continued at foot of next page)

* "The British Civil Servant," edited by W. A. Robson. George Allen & Unwin, Ltd.

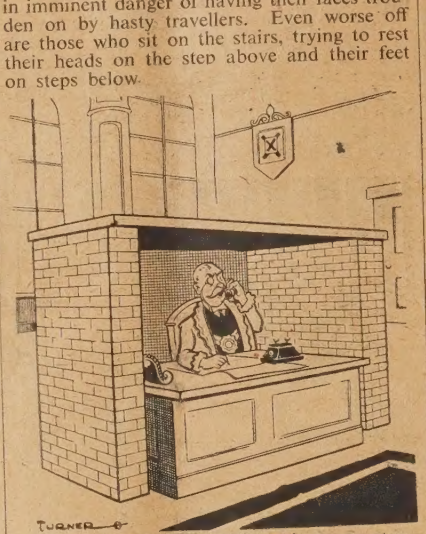
A Nurse looks at Shelter Problems

Some weeks ago, the Royal College of Nursing, feeling that the experience of a trained nurse would be invaluable in London's big "dormitory" shelters, decided to staff units in two tube stations. Here, a member of one of the units describes her work and the lessons to be drawn from her experience—lessons of interest to all who have anything to do with shelter administration.

SO many articles have been written on the London shelters, and so many pictures of them published, that probably everyone to-day has some idea of the conditions in which a large proportion of the inhabitants of London spend their nights; but it is doubtful if any description, pictorial or otherwise, can convey an adequate impression of the problems created by the nightly influx into the tubes and other large shelters.

As a countryman, travelling on the tube one evening, remarked: "One never would have believed it—no, never—in spite of all one has heard. Do all these folk really stop all night just like this?"

It does, indeed, seem at first sight incredible that human beings could spend from 12 to 16 hours every night in such comfortless quarters, let alone sleep there. When the accommodation available along the platforms is full, late-comers lie along the subways, on the stairs, and even on the stationary sections of the escalators. On the platforms they may, after seven-thirty, spread out their pieces of paper and wraps, and lie flat with their feet towards the line. Since travellers are still using the platform, and the margin left between the shelterers' feet and the platform edge is small, this is far from ideal, but it is preferable to the lot of the late arrivals who have to lie lengthways along the sides of the subways, in imminent danger of having their faces trodden on by hasty travellers. Even worse off are those who sit on the stairs, trying to rest their heads on the step above and their feet on steps below.



"Tut, tut, Fotheringhay—I never stop work during an air raid."

Whenever hundreds of people are living in close proximity, even under normal conditions social problems are inevitable. These are enormously multiplied in the shelters by the appalling congestion, the utter lack of ordinary privacy, the abnormal wartime conditions and by the fact that the shelter population consists in the main of poor people.

It appeared to the Royal College of Nursing that there must be many problems which the nurse with special training in public health work could do much to solve, and, therefore, the public health section of the college formed a unit which undertook to provide a rota of state registered nurses to serve two tube stations. Each nurse volunteered to undertake duty one night a week, to give guidance and help to the V.A.D. members of the British Red Cross Society and the St. John Ambulance Brigade on duty at the first-aid posts, and to report to the appropriate medical officer of health on matters affecting general welfare and prevention of disease.

Still Too Many Children

The larger of the two stations served by the unit can hold 2,000 shelterers, and there have been as many as 1,900 on some occasions, although usually the number is somewhat lower. One of the special points the unit was asked to note was the proportion of men and women, and particularly children under fourteen. With all the facilities for evacuation it would have seemed that there should be few babies, nursing mothers, and children of school age in the shelter, but in fact there are usually about 80 children there nightly. Possibly this proportion is unusually large, because this shelter many women and children evacuated from Gibraltar, and occupying a hostel near, take refuge nightly. Most of these are Spanish by birth, married to British husbands, and frequently speak no English or at least a mixture of Spanish and English. They form a special "Gibraltar" colony in one corner of the shelter.

The evening's work follows a general routine, though with many variations. On arrival, the Sister lets the stationmaster know she is on duty for the night. She then visits the first-aid post, where the V.A.D.'s are busy cleaning up and laying out their equipment. It is wise to read all the entries made in the log book by her colleagues since her last visit, taking particular note of any action needed to follow the activities of others. A leisurely tour of the platforms follows, during which casualties and lavatories are visited, old acquaintances amongst the shelterers greeted, and help and advice given to all who want it. Cases of illness may come to light, and difficulties are brought for friendly discussion.

The Doctor's Visit

Not infrequently visitors arrive—inspecting doctors from the Ministry of Health, or officials of the British Red Cross Society.

By nine o'clock, everything is ready for the shelter doctor's regular visit, and whether he is over there may be a patient to admit to hospital, or various treatments to be given in which the V.A.D.'s may need help. After 10.30, it is usually possible to go to the open door of a Corner House and have a meal, as the shelterers are then settling down for the night. When the Sister returns the lights are dimmed and most of the shelterers already asleep. A few tiresome coughs have to be settled with linctus, and one or two more aspirins to send them off to sleep. Only

THE "BLITZ" HAS TESTED OFFICERS, TOO

(Continued from preceding page)

A journalistic analogy will help to show how co-ordination might be achieved. At the head of any big newspaper office (which is, after all, a pretty businesslike concern), stands the editor (the town clerk), immediately responsible to the directors (the council) for the policy of the paper, the discipline of the office, and its efficiency. Under him are executive officers in charge of different departments—the news editor, foreign editor, picture editor, advertisement manager, circulation manager, and others. In regular executive conferences, the editor maps out a general "plan of campaign" with these men and then leaves it to them to carry out their parts as they think fit. Co-ordination encourages rather than kills initiative.

The person finally responsible to the directors is always the editor. Yet he can never become a dictator with absolute power, for an essential part of this structure is that all the employees of the newspaper have a hearing through their "chapel." Executive and non-executive officers alike are members of this "chapel," but it is understood that the former do not attend its meetings. They leave the non-executive officers free to discuss what they feel is amiss in the running of the office or what could be done to improve efficiency. The requests or complaints of the "chapel" are then reported to the departmental officer concerned. If the matter is not satisfactorily settled, it goes to the editor. The final appeal lies with the directors, but it is rarely that any matter goes to them unsupported by the editor, for he is, after all, a member of the "chapel," pulling with it, rather than against it. None the less, that final right of appeal is a useful check on arbitrary editors.

To get the best out of local government officers, something similar is needed. The chief officers of a council should work as a team under the co-ordinating leadership of the town clerk. They would work to a general plan of campaign, based on the general sense of Government circulars rather than on their minute details. The team would give courage to its timid members and daring to the cautious. The good qualities of one executive officer would counteract the weak points of another.

This teamwork would meet the fears of those who hesitate to put too much power into the hands of one officer of the council. A further important check would be given by the discussions of the non-executive officers, meeting without the restraining presence of the departmental heads, with a final right of appeal to the council. In many local authorities, as things stand, the departmental head is the staff's only spokesman before the council committees. This is not likely to lead to the maximum harmony in the internal affairs of the authority.

Non-executive officers should be encouraged to put forward organisational proposals, to rely on their own judgment.

When local government reforms do come, it is inevitable that many who have been big fish in small ponds will become small fish in big ones. It is inevitable, too, that they won't like it. Parochial minds are to be found among officers as well as councillors; those authorities, for example, who over past decades have opposed London government reform have not acted against the advice of their chief officers. If it is honest with itself, the local government service will admit that many of the opponents of reform (in all but the strictest abstract) are to be found in its own ranks.

The service as a whole, therefore, should decide what specific reforms are necessary (Whitleyism is not enough!). It should draw up the Peace Aims of local government, while the public is still thinking over the lessons of the "blitz." And in compiling those aims, it should call on the evidence of the men who are trying to make their way, as well as of those who have "arrived."

If this is done, there will be more chance after the war of moving on to a sane reform of local government.

l to kick off their scanty coverings, and a
nd at this hour is well worth while.
hen—unless anything urgent crops up—
possible to tuck up in a deck chair in the
-aid post and get some sleep till about
a.m. A cup of tea from the canteen is ready
he trains begin to run, and the shelterers
wake up and perhaps call in for dressings
remedies. Any sick patients now have a
visit before they leave; the log-book for
Sister coming on next night is fully written
Particular care is taken to leave details
ny follow-up work undertaken, or required
us preserving some continuity.
briefer report is written to the medical
cer of health, a duplicate being given to the
ior V.A.D. to deliver to the British Red
ss Society divisional secretary, and a
licate remaining for reference in the book.
hese completed, the Sister, after fumbling
he darkness outside the shelter, and pushing
report into the letter-box of the medical
cer of health, hies home to a much needed
h and change, a breakfast, and so to her day's
rk.

ur Main Problems

t soon became obvious from the nightly
orts written by each member of the unit
t all were agreed that the "problems"
into several groups:

1. The need for better conditions for all
n the shelter—facilities for sleep, sanitation,
leanliness, food, and recreation.

2. Nightly demands for attention to small
njuries, and the need for ample medicines
uch as cough mixtures, aspirins, and so on.

3. Occasional cases of acute illness—i.e.
ronchitis, incipient influenza, advanced heart
liseases, appendicitis.

4. People who, for their own sake or for
he sake of others, should not be in the
shelters at all—nursing mothers, babies and
oddlers, children of school age, the old and
chronic infirm, cases of mental instability,
sufferers from infectious disease, and those
whose clothing and bodies were verminous.

Much has already been done to remedy
ese problems, particularly those in the first
o groups. The station staff and the shelter
arshals fully appreciate the gravity of the
uation and show great willingness to further
every way all plans for ameliorating the lot
the shelterers.

Bunks have appeared in many stations.
ese take up less space, are infinitely more
mfortable than the bare platform, and

There are still far too many children in the shelters, sleeping in conditions that are a menace to health, mental and physical, But how are they to be got away?

enable such bedding as can be carried to and fro daily to be kept somewhat cleaner.

It is amazing that the majority of shelterers do sleep—at any rate for hours—in spite of trains passing, coughs, and talking children. The sanitation is still far from satisfactory, but steps are being taken to provide chemical closets in parts of the stations which are within the shelter, and yet far enough from the sleepers to obviate unpleasantness. When the London "blitz" began and thousands sought shelter in the tubes, the authorities were taken unawares, and there was no provision other than the cloak-rooms at the top of the escalator—which are "outside the shelter" and also, in the case of women, need a penny in the slot before they are available. The consequences were very unpleasant. At one station, the chemical closets are conveniently situated, and are in constant use. At the other, they are little used, because some of the shelterers sleeping at that end of the platform actively discourage would-be-users because of the smell. Further, the station authorities had made a rule that they were for use in emergencies only—during raids, and after 10.0 p.m.—because if they became full early in the night there was no possibility of having them emptied till the morning, this being the responsibility of the local authorities' staff who were not on duty at night. This is an unfortunate state of affairs, since it is undesirable that either men or women should go out of shelter for sanitary needs—and there are women and children to whom the finding of pennies is a real hardship.

The total absence of washing facilities strikes one at first glance as almost intolerable—yet it is hard to see how it can be remedied. At first, there was no possibility of washing hands, even for the nurses in the first-aid posts. Now, small bowls are available. One night, it was noticed that a nurse, working with bare arms, who had washed her hands to the wrists two or three times, had a "high water" mark dividing her hands of a reasonable shade from her forearms, which were slate grey. The whole station is covered with thick bluish-grey dust. This, I understand, consists chiefly of inorganic iron dust, and crude oil from the trains. It is unpleasant, and probably a source of danger.

Social and health problems are inevitable when thousands of people spend twelve and more hours a day, month after month, in conditions like these—or worse.

More "Amenities"

The canteens are now well established and are doing work which is much appreciated. One wishes it were possible to encourage hand-washing before food—especially by mothers, who after changing their babies, prepare their feeds. It *has* been possible to help the mothers of bottle-fed babies, by securing hot water in which to stand the bottle and thus to warm up the feed.

Wireless loud speakers have now appeared, and the standard of "amenities" seems to be improving. Some may ask whether shelter life is not being made too attractive, and developing in the shelterers an attitude of "dependence" and expectation that everything will be done for them. On the other hand, we are told that the outcome of the war may depend in part on the ordinary citizen's ability to "stick it out." If the shelters give some little sense of security, and a friendly, congenial atmosphere to those who are finding war conditions bear heavily on them from every angle, it is, perhaps, all to the good. In any case, the standard cannot be luxurious.

To deal with the second group of problems, the British Red Cross Society and the St. John Ambulance Brigade have been early in the field and have established a first-aid

(Continued on next page)

(Continued from preceding page)

point, or points, in every station, with V.A.D.'s in nightly attendance. That these women, who are often working during the day, should spend one, and sometimes several, nights each week under such trying conditions, is a wonderful tribute to their sense of duty and enthusiasm for service. Some of the posts are screened from the general view by beaver board panels with a canvas flap over the opening. At others, no screening is possible.

At the moment, there is no service of either hot or cold running water—nor any sluice facilities. All water must be brought in jugs, and carried away in buckets. I understand that this will be remedied soon.

No amount of careful cleaning can prevent the ubiquitous film of dust which gathers on the towels, on the washing bowls, and even on the water poured out in them, if left uncovered for a few minutes. Nevertheless, numerous small dressings are done nightly—and many doses of linctus to allay noisy and disturbing coughs are distributed.

Work of the F.A.P.

The first-aid post forms a centre to which shelterers come for attention for minor ailments, and valuable contacts can be made which lead to the discussion of more serious difficulties. It may be necessary to discourage the use of these posts for *continuous* treatment of conditions which would normally be dealt with in hospital, or by the family doctor and district nurse. Although men working long hours, whose place of work is far from their homes, have little time to spare for advice and treatment during the day, and make a strong plea for the services of the first-aid post for daily dressings, it is unlikely that the conditions in the posts can ever be really satisfactory, and for these and other reasons, it would appear desirable that their work should be limited to what is essentially "first-aid."

The nightly visit of the shelter doctor provides an opportunity for the nurse to bring up any conditions other than trifling minor injuries. The doctor can advise the patient to see his usual medical attendant next day, and can recommend some palliative treatment for the night, or he can advise the patient to go into hospital.

Problem of the Sick

For shelterers in the third group—those unfortunate people who, in spite of acute illness, drag themselves to the shelter because of their terror of remaining in their beds at home, or seeking admission to the much-bombed London hospitals, little can be done. The shelters *cannot* be made suitable places for nursing those who are really ill. In any case, with day-break they must be turned out into the cold, and the only possible line that either doctor or nurse can take is gentle persuasion that bed at home, or in hospital, is the only place for them. But the doctor cannot compel them to go into hospital, unless they are suffering from open tuberculosis.

Sometimes the onset of severe illness occurs during the night, and bombing overhead makes the immediate removal of the patient to hospital unwise. For these, one is tempted to wish for an enlargement of the first-aid post to include a sick bay with bunks offering more comfort than the open platform. On the other hand, any but extremely limited provision for the sick may tend to make the temptation to resort to the shelter, in spite of obvious unfitness, even greater than it is at present.

The real work of the public health nurse in the shelter lies amongst the fourth group—those whose presence in the shelter constitutes a social problem, or whose personal difficulties have been accentuated by shelter life.

It is difficult to see how any other training can produce in one individual such a variety of experience as is required for this particular work. An intimate knowledge of all the social services in the neighbourhood is a first essential, because the most effective way of dealing with many cases will be to put them in contact with appropriate organisations. Tact and skill in handling all types of humanity, so that the help that can be given is welcomed and does not savour of curiosity and interference with other peoples' private affairs, is needed.

If the people cannot get to the health services, the services must be taken to them —in the shelters, where first-aid posts are filling a vital need

If approached in the right way, most shelterers have shown themselves grateful for any help and advice that can be given. They have been placed in a position in which they are peculiarly defenceless against unwanted investigation; lying in full view of the public eye on the platform, they cannot get up and walk away or shut the door if they do not want to enter into conversation, and they are even more than normally sensitive to any lack of consideration. Often, the first approach comes from them, and this is sure to happen increasingly often as the nurse gets known and gains the confidence of her group of shelterers. Much work needs to be done in the day-time, putting into effect the schemes discussed the previous night. Possibly the most practical solution is that members of the existing staff of health visitors in each borough should be seconded for the work. True, people travel astonishing distances to spend their nights in a popular shelter, but it would be easy for the health visitor of the borough in which the shelter is situated to link up with the public health department of the boroughs from which the shelterers come.

Cases Needing After-Care

Examples of the type of case needing such help are abundant. One family group included a man under psychiatric treatment, who attempted to commit suicide more than once, and who kept other shelterers awake by walking up and down continually all night, several verminous children, a boy with otitis media, and a mother suffering from influenza. This family involved making contact with the almoner of the hospital where the man was being treated, to arrange either in-patient treatment or evacuation; sending the children to a cleansing station (after bitter complaints from adjacent shelterers) and a follow-up to ensure that they had attended; and sending the boy to hospital, with a visit to the almoner to explain the conditions to which he would return and thus ensure that he was kept in longer than the normal period.

A baby was brought to the first-aid pos feverish, off her feed and vomiting. Th borough health visitor was telephoned nex morning and asked to visit the mother. The did not appear again, so it is hoped that th visit was effective.

A girl with a rash on her hand, though to be scabies, was seen by the shelter doctor who referred her to the skin hospital. Follow up, to ensure that she had attended and wa receiving treatment, seemed desirable.

One of the refugees living in a hostel wa admitted to hospital during the night. Th Sister-in-charge at the hostel had to be tol next morning what had become of him.

An old man who injured his leg and receive first-aid treatment at the post was reported t have spent three days and nights unobtrusive sheltering without going above ground—foo being brought by his relatives, as he would no or could not, manage the trip to the surface

Mothers and Children

Many mothers and babies should, coul and would be evacuated if their problems we wisely handled. One unfortunate experien possibly has brought them back to Lond from country billets, and only if they a approached by somebody in whom they ha come to have confidence, and who knows h to set the wheels in motion for them, w they venture a second trial. It is importa in these cases, that the billeting officer sho be informed of any special factors that led difficulties in the first place. The same rema apply to school children, who should not in the shelters at all, and to many aged, chro sick.

There is also a magnificent opportunity health teaching and for health propagand for instance, on the benefits of diphthe immunisation and other prophylactic measu

This brief description of shelter life m show that the problems presenting themsel are familiar friends in a new guise, enhan by greater propinquity and the absence of normal decencies of life.

The disorganisation caused by the w time conditions which have created shelter population frequently appears to prev people from making contact with the he services in the usual way, but the services be brought to the people in their shelt The need for the appointment of nurses w special qualifications and experience is su abundantly clear, as a result of this m interesting experimental work undertaken the Royal College of Nursing.

AKING SHELTERS WARM & DRY

ome weeks ago, the London "Evening ndard" reported that people who went sleep in a trench shelter in Hornsey k umbrellas and mackintoshes with them. place was waterlogged. Rain dripped in night.

week later, when Miss Ellen Winkinson, liamentary Secretary to the Ministry of me Security, visited the shelter, it was dry, m and well-ventilated, and the many shel- rs were sleeping comfortably on eiderdowns, y raised a cheer when Miss Wilkinson told n that they owed the transformation to a ice invented by Mr. F. C. Orchard, chief ineer and manager of the Hornsey elec- ity department.

Here, Mr. Orchard discusses the problem of king shelters habitable, and describes his ention, which is being fitted to all Hornsey's ch shelters.

ENTILATION problems are never easy, and when associated with underground lters are well nigh insuperable. The best t can be achieved is a compromise, for the lters were never designed for almost con- uous habitation, such as has been experi- ed in London.

For comfort, the air should be cool rather n hot, dry, though not too dry, and moving, still. In warm weather, if the ventilation nadequate and the shelter is filled to specified pacity, the temperature is likely to become comfortably high. Forced ventilation is, refore, essential, to remove body heat and is to avoid a cumulative effect.

In cold weather, when additional heat is eded, the closing of doors or escape hatches rely makes matters worse by cutting down air supply. Extra warmth must be intro- ced by pre-heating the air, while leaving ape hatches open. The air, however, while rmed must not be burnt; otherwise it would come too dry and produce nose and throat itation, resulting in sneezing and coughing. erefore, if electricity is used to warm it, the ating element must do little more than glow. The air temperature should be five or ten grees above that of the outside air, but ould not exceed about 60 deg. F. and should main as constant as possible. In this way, ndensation troubles will be avoided.

If a shelter is badly ventilated, the moisture om the breath of the inhabitants will add to e humidity of the air. If the temperature es above about 70 deg. F. and the humidity ove 70 per cent. clamminess will be noticed. Investigations have shown that air changes velocities lower than 20-ft. per minute will t remove stuffiness. Therefore, the air ovement must be greater than this figure and e temperature gradient between floor and iling must be reduced as much as possible.

Allied to this problem of comfort is that of dy odour. As the space per person de- eases, the ventilation must be increased. In ldition, deodorants are almost essential.

The human production of carbon dioxide is t, except in extreme cases, serious, but it is ndesirable for the concentration of carbon oxide to exceed 20 parts per 10,000. Ven- lation should, therefore, be so arranged that is limit is not ordinarily exceeded.

Two methods by which infection is spread e now generally recognised—dissemination f bacteria in exhaled droplets of moisture, and e aerial transmission of infective particles. dden chilling, due to cold walls, or a warm mid atmosphere, which acts on the mucous embrane, both favour increased suscepti- lity to infection. Clearly, therefore, proper arming or cooling, combined with ventilation, e essential safeguards against epidemics.

Cleanliness of the shelter is also important, r dust sufficient to cause irritation of the nose ill provoke sneezing or coughing, a further ource of infection.

How are all these requirements of tempera- ture, humidity, air movement, and atmospheric purity to be solved? In suggesting a method, I shall assume its adaptation to a simple shelter of the standard size, approximately 6 ft. 6 in. high, 4 ft. 6 in. wide and 60-ft. long, bunked to take 24 people. The cubic capacity is 1,755 cu. ft. From this must be deducted the capacity of the personnel and bunks, which

"No, you can't go out yet, Alice—it's still raining!"

will be approximately 110 cu. ft., leaving a nett air space of 1,645 cu. ft.

The carbon dioxide produced by the occupants will be 15 cu. ft. per hour. Therefore, if the limit of 20 parts per 10,000 is not to be exceeded, there must be approximately five changes of air an hour. This must be arranged with an air flow exceeding 20-ft. per minute, but not at such a rate as to produce a perceptible draught.

The apparatus built for the Hornsey trenches is contained in a sheet metal box approximately 3 ft. 6 in. long and 14 in. square, mounted on four legs to raise it about one foot from the ground. In the centre of each of two sides is a square aperture covered by a wire mesh grill. The ends are similarly covered by a grill. On the side grills are small pockets in which Gamgee tissue pads are inserted, after being impregnated with a deodorising agent. These pads require to be sprinkled very infrequently, once a week being ample in the experimental trench.

In the centre of the compartment is fitted an electric motor which has an extended armature shaft to carry two sets of fan blading, one at each end of the motor. Dividing the compartment into two distinct halves is a sheet metal baffle which also fits over the motor body. The air is drawn in through the side grills and sent both ways along the compartment.

In its passage through the apparatus, the air is forced past heating elements which glow at a dullish red temperature; thus the deodorant-impregnated air is heated as well as swirled. The volume of air so handled is approximately 1,750 cu. ft. per minute, sufficient for any of the standard shelters.

On closing the main control switch, the fan begins to rotate. This is all that is necessary in summer, but for autumn and winter a three-heat arrangement is incorporated, providing three, two, or one kilowatts of heating, as required. In practice, in cold weather the full heat is put on for about half-an-hour before dark and it remains on for half-an-hour or so after darkness has fallen. By then, shelterers have arrived. The medium heat is used for a further couple of hours, by which time the shelter marshal switches to low heat for most of the remainder of the night. With the device operated in this manner, the air is kept remarkably clear, clean, and sweet, while condensation troubles have completely disappeared.

Where trenches are smaller and straight, with the entrance at one end, a single-ended heater-ventilator is used.

NALGO MEMBERS IN HONOURS LIST

TWENTY members of NALGO were among the many local government officers to receive awards in the New Year Honours List. They are:

O.B.E.

Adams, Willam Eric, town clerk and A.R.P. controller, Islington.

Birch, Charles, chief officer, Brighton fire brigade.

Campbell. Col. James Hamilton, D.S.O., M.B., B.Ch., R.A.M.C. (retired), A.R.P. controller, Kent.

Chapman, Frank, town clerk and A.R.P. controller, Smethwick.

Crawford, John, director of education and chief reception officer, Kirkcudbrightshire, and past president, Kirkcudbright branch.

Dennis, Harold Escott, town clerk and A.R.P. controller, Poplar.

Ford, Ernest Hone, M.Inst.C.E., city engineer and surveyor, Coventry, and president of Coventry branch, 1928-30.

Johnstone, Arthur Hedley, chief officer, Enfield fire brigade.

Jones, David John, M.B.E., clerk of Rhondda U.D.C.

Larkin, Sydney, city treasurer, Coventry, and honorary treasurer, West Midlands provincial Whitley council.

Phillips, Capt. Francis John, R.A.F. (ret.), controller and A.R.P. officer, Southampton.

Rowland, Henry, clerk and A.R.P. controller, Glamorgan.

Scorer, Eric West, county clerk and A.R.P. controller, Parts of Lindsey and president, Lindsey county officers' branch.

M.B.E.

Bonham, Arthur Ernest, chief sanitary inspector, Exeter.

Cooke, Albert, A.R.P. officer, City of York.

Elwell, Eric Reginald, F.S.I., valuation officer, and billeting officer, Uckfield.

Gray, William, M.Inst.W.E., county engineer and water superintendent, Ayr, and president of the Ayrshire branch.

Hinchliffe, Harry, director of public cleansing, Bradford.

Perrin, Herbert Cecil, secretary for education and chief billeting officer, Northampton, president, Northampton branch, 1935-6.

Swift, Stewart, chief sanitary inspector and evacuation officer, Oxford.

We feel sure that members everywhere will join with us in congratulating their colleagues whose services have received such well-merited recognition.

NALGO EXAMINATIONS

The next NALGO examinations will be held on May 21, 22 and 23, if sufficient entries are received.

Applications must reach the general secretary, NALGO, at Croyde, Braunton, Devon, not later than March 1. Delayed applications will be accepted between this date and April 1, if they are accompanied by a late-entry fee of 5s. for the intermediate and 10s. for the final examination

MUST WE REGIONALISE?

The provocative article on local government reconstruction by Dr. W. A. Robson in the December journal has aroused much controversy. Here we print one of the many comments we have received. Others will be published next month.

By R. EVANS, D.P.A. (Lond.), F.R.V.A.
Rating and Valuation Officer, Blackwell Rural District Council

DR. ROBSON'S article is described in the headnote as a "plan" of reform. It may be doubted whether the learned author himself would so flatter his contribution, or whether, indeed, on re-reading it, he would feel that it has any claim to so grandiose a description. He has, no doubt, directed timely attention to a problem as old as the hills, but has contented himself (if contented he be) with skirmishing round its edges without involving himself too deeply. Most people will feel that Dr. Robson has not maintained that reputation for thoughtful investigation which his more lengthy works have so deservedly won for him.

The problem, as it appears to me, falls under two heads—the permanent or long-term policy, and the (one hopes !) temporary or emergency situation.

PERMANENT POLICY

It has long been a popular pastime to blackguard our local services, and unfortunately the criticism has not always been confined to the uninformed. But how often does it start with fundamentals ?

We are so fond of talking about our system of local self-government—the system which has endured for centuries—that we are apt to forget that the term has been meaningless for all practical purposes since the Poor Law Amendment Act of 1834 resurrected the Tudor fashion of central control. Great publicity was recently given to a book entitled "A Century of Local Government." What a misnomer ! What we have had is a century of local attempts to administer wave after wave of central orders and memoranda. And to-day our local bodies are the poor creatures of statute, eternally confined in a dismal and restricted dungeon above which are inscribed the words "ultra vires." They began their sojourn as ad hoc authorities, until their masters saw the light and labelled them "omnibus"; but recent tendencies seem to suggest that, perhaps, the masters are by no means sure that their original form was not right. However varied the form, there is at least consistency in the relationship of master and servant. If anyone doubts this, let him refresh his memory on the powers taken by the Minister of Health as a consideration for the block grants given by the Act of 1929.

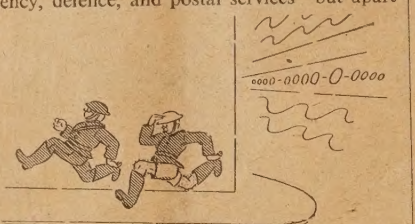
"Democracy Still-born"

I do seriously suggest that democracy in local government was still-born, and that this fact is the root cause of any failure on the part of local government to satisfy the popular mind. There is apathy at local elections because nobody can, in fact, bring home the bacon. In the long run, there are few people who can maintain an interest in such problems as whether Tom, Dick, or Harry is to have the next vacant council house. This is, of course, an extreme, and, it may be said, a ridiculous example, but it illustrates the point. The fabric of statute law and departmental order is so complete that local opinion is exercisable only on insignificant factors. How, then, can we hope to have a virile local government system ?

The remedies are, I suggest, twofold. If they appear revolutionary, let it not be assumed that they are necessarily fantastic.

In the first place, the system itself should be transposed, on a pattern for which precedent could be found in pre-war Europe. Instead of the local authority having no powers other than those given by Parliament, the scope of its activities in local affairs should be unlimited save for certain obvious prohibitions. This would, admittedly, involve a continuance of some form of grading of authorities, with an increasing list of prohibitions in the minor grades, but this should present no serious difficulties.

The larger authorities would be prohibited from dealing with matters which are obviously proper to the central government—e.g. currency, defence, and postal services—but apart



"Hell ! Forgotten my respirator again ! "

from this they would have unlimited scope. The "larger" authorities here envisaged are by no means Dr. Robson's regions, nor even, possibly, the counties as we now know them. They would probably be divisions of, at all events the larger counties, and while the areas would be large enough to ensure economical administration, they would be sufficiently small to foster that community of interest the absence of which is one of the reasons for the failure of our county councils to excite public interest. The activities of the smaller bodies would be circumscribed so far as was necessary to prevent overlapping. All would be popularly elected on a universal adult franchise, and the candidate whose policy found favour would usually get his chance.

Power of Dissolution

Secondly—but conditional on the first point being conceded—there should be a power of dissolution in local authorities. Notwithstanding the American example, it is suggested that democracy tends to stagnate when its representatives hold office for a certain fixed term. The time-hallowed objection to this suggestion is, of course, that politics ought not to be brought into local government. But who raises that objection ? Is it not, usually, the adherents of those parties which have so far failed, generally speaking, to retain their seats on a politically determined body ? And we are blind to facts if we have not realised that the composition of most local authorities to-day has been determined on a political basis.

If the principle of virtual local autonomy now suggested is accepted, it is vital that the party formulating a policy should give public opinion an opportunity to express itself thereon, or, if need be, that the opposition should be able to force it to give that opportunity. This is essential to any form of government which professes to be democratic, and only a power of dissolution at any stage can give the necessary safeguard.

What would be the lot of the local government officer in this brave new world ? Can anyone doubt that it would be improved beyond recognition ? Compare the present monotonous routine of filling in departmental returns, of knowing by the calendar precisely what job is to be done, with the prospects of really creative work with the new local authorities. Given an authority with vision, what opportunities there would be for great schemes of social welfare and for developing that real community of interest which, as already suggested, is the thing most lacking in our present system ! Would this not be better than a half-hearted scheme to regionalise and bureaucratise—for the latter would come inevitably with the former, were it merely to be superimposed on the existing system. The regional boards, overshadowed as they would be by central control, would be lifeless, inanimate appendages, lacking any popular appeal, and foredoomed to wag only at the behest of the Whitehall dog.

THE EMERGENCY SITUATION

The transformation which Dr. Robson sees in local government as a result of the war is, in fact, no transformation in principle at all. It is merely an extension of the time-honoured policy of the government to use local authorities, with their ready-made areas and staffs, as agents for services which are not, in their essentials, local in character.

Dr. Robson thinks local government has failed in these new duties, and for once is in accord with the popular press. I intend no disparagement by the use of the word "popular." The daily press does a great job of work ; but its outstanding feature is not an acute understanding of local government problems.

What is the secret of this failure which is laid at the door of local government ? Is it not that same regionalisation which is now so ardently canvassed ? "We must regionalise —or perish ! " How many people have already perished whilst the local authority awaited regional consent to the appointment of a few more firemen ? What can the local authority do, without regional sanction, to increase its staff of wardens, its rescue parties, its full-time auxiliary firemen ? Nothing ! Here, again let criticism be directed to the proper quarter Even to-day, a public air-raid shelter cannot be built without the sanction of the regional office, and the Home Office provides pumps which stand idle while they quibble about a few pounds in the price of a towing vehicle Local authorities and their staffs have worked untold hours, without hope or expectation of reward, in the last two years, to inaugurate and perfect schemes for civil defence to a prescribed formula. It is only since the "blitz" started that the regions and departments—and, let it be added, the public—have realised that the formula was inadequate.

Bogy of Financial Control

There is, therefore, a twofold answer to the criticism of war-time local government Firstly, the magnitude of the tasks to be faced was underrated by everyone—and in this respect local authorities cannot, of course, claim immunity. Secondly, the bogy of financial control has grown until it has become a nightmare. The central authority retains this control, and with it the initiative in all schemes of civil defence. Local authorities are agents without a power of attorney, but, as usual, they collect all the kicks.

There is, however, one section of the local government service which is undoubtedly responsible for some of the absence of drive These are the municipal "Pooh-bahs" the "forty years' man and boy" merchants who refuse to delegate anything to anyone In their districts they are A.R.P. controller food officer, registration officer, fuel overseer billeting officer and everything else that may come along. It is incredible that anyone can believe for a moment that one man is capable of doing all these jobs, particularly when we are supposed to be organised in a fight for life Is it not high time that the resources of the service were properly utilised, and responsible officers each given a job to which they can devote the attention its importance merits

I offer no apology, in present circumstances for the sketchy nature of these observations There are other and more important matters calling for attention. But I hope that they will provide a check on the present tendency to swallow, hook, line and sinker, all outside criticism of the service as justifiable without a little independent thought.

LET US GET ON WITH THE JOB!

A Cry from the Heart

by H. TOWNSHEND ROSE

THE Minister has sent a circular to all local authorities urging upon them the treme importance . . ." As if the local thorities have not realised the importance months, and been clamouring for autho- y to proceed in some matter of obvious and mediate necessity. These Ministerial pro- uncements, and comments in some section the Press, give the impression that sluggish d complacent local authorities have to be aded into activity by the constant prodding zealous Ministers. Nothing is further from truth. Air raid shelters are an example. ng before the war, every local authority any standing passed resolutions urging upon Government the necessity for a realistic elter policy. Now, after the eleventh hour s struck, the Government solemnly exhorts cal authorities to press on feverishly with the fulfilment of an ill-planned and uncordinated heme.

The Battle of London is being fought both day and by night by the local authorities. hilst it is superfluous to mention that, in the esent phase of the war, the civilian is in the ont line, it is not fully appreciated that it is e local authority which organises and main- ns this front-line resistance. The tremen- busly effective power of the civil defence rvices—the wardens, fire fighters, rescue rties, casualty services, first-aid posts, emer- ncy hospitals, and report and control centres is organised by the local authority. National gistration, food control, public shelters, omestic shelters, evacuation, emergency rest d feeding centres, billeting, provision of w homes, storage of furniture, burial of e civilian dead, first-aid repair of houses, moval of debris, repair of roads and certain ility services, salvage, are only some of the ditional tasks which the local authorities re undertaking to-day ; tasks additional to ie normal peacetime services of local govern- ent which they are maintaining. Conditions ave at last been reached in which the Govern- ent departments are forced to give the local uthorities rather more of a free hand, but, ntil now, they have been, and still are to a onsiderable extent, bound hand and foot by ules and regulations, and constrained by the minous threat that " the expenditure will be isallowed."

Under conditions of modern warfare, local ouncils have little opportunity for an effective oice in local administration. In consequence, ne burden of work has to be borne for the ost part by local officials. With many of eir key administrative men in the services, a mall number of executive and administrative fficials in each town, assisted by temporary horthand-typists and untrained clerical assis- ants, are working day and night to keep the achinery of local government in motion. Vith no time for leisure and recreation, they re working fifteen and twenty hours a day, natching hasty meals when they can, and naking up accumulated arrears of sleep at dd hours.

They do not ask for thanks or formal recog- ition of the service they are giving, but they ould carry on with greater heart if it were nly realised that they are not to blame for muddled and short-sighted planning, which hey hate just as much as the man in the treet who suffers from it. They do not want n avalanche of circulars, rules and regulations which they haven't time to read ; they do not want to waste their time touring their oroughs with high officials looking at damage which is much the same wherever it occurs ; hey do not want sudden exhortions to go ahead with diluted versions of schemes which hey themselves thought out months before. What they want is a free hand to go ahead with work which has obviously to be done ; they want quick and unambiguous decisions on those matters affecting national policy which must be referred to Government depart- ments for decisions. Above all, they do not need to be told to repair damaged houses and clear up debris, but they do need Government Departments which say : " We know what labour and materials you want, and we're getting them for you."

There are all these difficulties, but the local authorities are carrying on to good purpose, and if there is scant recognition of their efforts, there is quiet satisfaction in the achievement of tasks of unparalleled difficulty ; there is a Minister of Home Security rich in experience of English local government ; and there is the salty freshness of the sea in the stimulating " Blitzkrieg " letters coming from the pen of " Evans of the Broke." Other departments, please copy !

FIREMEN FIND THEIR OWN FOOD

By NORMAN H. ROGERS

THE story of that gallant body of men, the Auxiliary Fire Service, is already well known—though the full details may not be revealed until after the war. Their deeds, their devotion to duty in the face of deadly enemy attack, have earned them a reputation which no civilian corps in any century has achieved. Men who, with bombs and machine-gun bullets falling around them, roped their hoses and hose nozzles to girders, stripped of concrete by blast and blaze, so that steady streams of water should continue to pour upon the conflagration, even if they them- selves were wounded or killed, deserve such recognition.

But it is not of their valour and courage that this article deals.

Instead, it describes a commissariat which serves to sustain eight hundred or so auxiliary and regular firemen in one part of the London region. It illustrates the amazing adaptive- ness and resourcefulness which can be found among men recruited from every branch of civil life.

Firemen, subject as they are to calls re- quiring stamina, energy, and strength, need an efficient and satisfying canteen service catering for their particular demands. To achieve this, the brigade introduced its own organisa- tion. Advised by a commercial catering expert, an officer—recruited from the ranks on account of his experience in civil life—was appointed to the administrative section, with the official rank of sub-officer i/c catering. He is responsible for the central purchasing of supplies and their distribution to canteens at various A.F.S. stations in the area.

The canteens were built and equipped by members of the A.F.S.—carpenters, joiners, plumbers and so forth—under the direction of regular brigade officers, and the only staff recruited outside the service were the cooks. The firemen wait on themselves by the simple expedient of allocating, among the duties of the day, certain men to act as mess orderlies. These men hand out the meals and generally assist the cook, for which, as a " reward," they receive free meals during their serving period.

The government free meal scheme for defence workers is operated throughout the canteens, but, in addition, meals, refreshments, cigarettes, and chocolate may be bought on a prepayment ticket system. This system is unique, entirely eliminating the passing of money across the counter and the maintenance of cash tills and change floats in the can- teens.

Section officers (i.e. officers in charge of A.F.S. stations) are supplied with rolls of tickets printed in different denominations (½d., 1d., 2d., 6d., etc.). Firemen buy supplies of these tickets from their officers. When visiting the canteen, they exchange the appropriate value of tickets for the food or refreshment they need. The cook or mess orderly cancels the ticket by tearing it in half along a perforation. Since a complete record of tickets issued and sold can be obtained from the serial numbering on the rolls, the finance officer is spared all the problems which arise when cash is handled in the canteen. Further- more, questions of wrong change do not arise, and the work of the canteen assistants is considerably reduced.

The canteen system which is being operated by this progressive brigade is an example which well could be emulated by other organi- sations ministering to the civil defence services. It has many advantages, including a consistent tariff and a uniformity in the value and quan- tity of meals supplied between one canteen and another (the menu, which changes each day, is the same for all canteens). There are the enormous benefits of central purchasing, whilst the financial control, an important factor if the service is to be organised econo- mically, is sound and efficient.

Thus, even if it is only a matter of food and feeding, one brigade of the A.F.S., at least, can show that its enterprise and ingenuity is not restricted to fighting fires alone.

NO REST IN THE REST CENTRE

By "JADE"

THOUGH the East End of London has had most of the publicity, other parts of London have had their share of raids—including the western suburb in which I work. Our first "major incident" occurred one stormy night when a heavy bomb on a residential area damaged several hundred houses and rendered many of their occupants homeless.

To be informed during a heavy barrage at 2 a.m. that 300 people need breakfast by seven is not an enviable position to be in, but by much careering around in a car long before the "all clear," and by fetching tradesmen out of their beds, I secured the necessary food to supplement that stored at the rest centre, and breakfast was punctually served by willing voluntary helpers.

There followed a hectic day preparing more meals, answering hundreds of queries, finding billets, and dealing with all the difficulties that arise in a centre after a big incident. By wonderful co-operation of all the helpers, billeting officers, and wardens, most of the homeless were billeted on the first day. The rest was spent "clearing up" and finishing off the billeting.

Only three days afterwards we had an even bigger "incident." About mid-day, a dozen German 'planes, hotly pursued by our fighters, were forced low and, in an effort to escape, jettisoned their bombs. A large number, of varying calibres, fell in a small area. Although the casualty list was remarkably small, more than 1,000 people were rendered homeless, and most were sent to local rest centres. The main centre dealt with more than 600. Owing to the raid, there was no gas during the four days the centre was open, but this difficulty was overcome by borrowing primus stoves and an electric copper, and meals were served to schedule.

The scene on the first evening, when the husbands, sons, and daughters came home from work to find their homes demolished or badly damaged, and then came on to the rest centre to try to find their relatives, was unforgettable. Next day brought more difficulties: the water supply was cut off for several hours without warning, and continual alerts upset the mealtimes, since many of the women and children would not leave the shelters near by. However, by dint of much hard work, and the smooth operation of the billeting and Assistance Board side, we were able to send many away to safer parts of the country.

For three days there was a continual stream of inquiries at the centre on every conceivable subject, ranging from the whereabouts of lost dogs, gas masks, handbags, and relatives, to a request to send someone to feed a canary in a house which had an unexploded bomb in the front room. In addition to the multitude of people who flocked to the centre, we had dogs, cats, canaries, budgerigars, and a parrot. and, in the intervals between separating fighting dogs, I had to prepare a large number of babies' bottles, required from 6 a.m. onwards! Another big job was to vary the menu, to order the quantities of food required, often two meals in advance, and to estimate the numbers that would attend for meals. Eventually all were billeted and the feeding side closed, but the centre remained open to answer queries for several days.

There is a humorous side to most tragedy, and this was no exception. Amongst the assortment of property left behind at the centre was a neatly-wrapped parcel containing a well-known piece of household equipment answering to the nickname of our enemy. What puzzled me was why anyone who left home in such a hurry as these people had to, should take the trouble to carry this with them.

More understandable was the youth who left home without coat or hat, but proudly carrying his ice-hockey skates. He explained that he could get new clothing from the Assistance Board, but not new skates!

HAVE YOU A BLITZ STORY?

The War, as these three articles show, has brought strange jobs and experiences to many local government officers. A guinea each will be paid for the best similar accounts of unusual incidents and tasks which have come the way of our readers.

"ONE BOMB HIT A PUBLIC SHELTER"

By JOHN GORDON LYONS

IT is nearly midnight. Outside, the rain is pouring. A.A. guns are crashing. We sigh in contentment at their thunderous answer to the Nazi bombers, bent on destroying the lives of innocent women and children and the homes of the poor. My A.R.P. colleagues and I sit waiting . . . waiting.

In the near distance we hear an ominous whistle . . . a few minutes later the telephone rings . . . a bomb has struck a public shelter . . . first aid and ambulance services are wanted. I am detailed to drive a stretcher party. With grim faces we set out. It is a terrible night . . . in a foot of soft mud we make our way to the shelter.

We enter. Inside the shelter, the atmosphere is permeated with the odour of human flesh, blood, and clothes. The air is thick with mortar dust.

Under the direction of my superintendent and the doctors, we lay the women and children on stretchers. The shelter contained few men—perhaps one man to thirty women.

One man with a badly-injured limb apologises to his helpers for being such a nuisance on such an awful night. Another, buried under a pile of bodies, holds my torch while I take the bodies away from him. Many are dead. Many are living. The living we take on stretchers to waiting ambulances which immediately take them to hospital.

There are a few cases of hysteria. One young girl clings to my left arm. "I love you, I love you," she cries. Her frightened eyes regard me beseechingly. "Please don't leave me. You cannot leave me." The second tells me that she is going to be sick. I whisper into her ear, in a gentle voice: "You are going to be quite all right. I know you are going to be all right." She looks at me wonderingly. She is not ill.

As I hand them over at the mouth of the shelter to capable hands, they seem to recover their spirits again. They try to smile as they leave me. We labour until the last living person is rescued . . . we have saved some sixty lives.

One incident had a peculiar pathos. A young and beautiful woman lay unconscious on a stretcher. The doctors held out a slender hope that her life might be saved. She was elegantly dressed. She had come to the shelter wearing her best clothes and clutching her most precious personal belongings. If her home was bombed, at least she would have something worth while saved.

The unremitting fortitude of the A.R.P. personnel was answered by the sturdy fortitude of these unfortunate people bombed and trapped in their shelter . . . those who were conscious had a smile for the rescuers . . . even words of encouragement; even, at times, apologies for being injured.

Never before have I realised how near death may be to life. There are many cases of seeming collapse—people who were physically uninjured, yet lay there unable to move from shock. More often than not a few reassuring words . . . a pressure of the hand . . . an arm round their waists . . . taking them to the kind helpers waiting at the mouth of the shelter . . . a breath of the night air, and they were themselves again.

But had these reassuring hands and words not come in time . . .

There is a strange exultation in bringing people back from the threshold of death

WHEN BLACK COAT DONS STEEL HELMET

By D. W. FERRIS

THE local government service covers a wide field, and the duties of its officers are varied and diverse. NALGO was the unifying force which brought together clerical workers, technicians, and professional men, and now NALGO has an ally. It is an ally we all wish we could do without, but A.R.P. has rallied to its banner financial officer, electrician, medical man, and librarian alike, and under that banner these officers unite to form yet another department, so that many can now claim allegiance to two.

For A.R.P., the seconded officer, part-time volunteer, and—not forgetting—temporary clerk are putting in wonderful work. In many instances, the officer is working "up-his-own-street," for the engineers, doctors, and health visitors are not diverging far from their accustomed tasks. But the man who catches the eye is the clerical assistant or librarian, who has put behind him his figures and filing and books, and, as a seconded officer, has transformed himself into a stern, practical man. As a "non-professional" for A.R.P. purposes, he is attached to the chief warden's staff.

When, in a raid, a "major incident" occurs in his district, this erstwhile juggler with figures or this bibliophile dons steel helmet and gum boots, girds himself in the inevitable trench coat, and hurries off in the thick of the barrage, perhaps with bombs still falling, to act as Incident Officer. He marshals the attending vehicles, regulates the rescue work, summons fresh help, generally supervises the services, at a time when, in more peaceful days, he would have been snug abed. dreamily turning over in his mind his debits, credits, or latest book of essays!

His rest nowadays is spasmodic. For weeks, he has not been properly to bed, for every night something is happening in his district. During the day, his task is, if anything, worse. Unexploded bombs and shells have been reported, and it is his job to investigate. He must grovel on his belly, groping down mysterious holes which threaten every moment to belch forth destruction. He scrapes away handfuls of clay and inspects the surrounding earth in an effort to find out just what has happened. He reaches a decision which is coldly transferred to paper records with which he is more familiar, but at what risk and mental torture! Far safer to grope in Archer's Tables or the Encyclopædia Britannica!

How does he stand up to this drastic change in his life? He appears to thrive on it. Appears—but who can tell? Whatever the answer, we others can only applaud.

There are others who are working far outside their normal spheres—superintending and organising the control of a large depot, with several hundred men of all types to regulate, placate, and generally encourage; receiving at prescribed centres and comforting unhappy people bombed out of or evacuated temporarily from their homes; searching for the dead—the mutilated dead—in ghastly heaps of wreckage. These are now becoming the normal duties of men in the local government service. They are duties we cannot all undertake. Before this blight descended on us we might have guessed at those who could take on these jobs. We should have been mostly wrong. We should not have thought of that clerk, that librarian—but now we cannot forget them!

ON BEING COWSLIPATED

By "Jackass"

WHEN the first concentrated raid on Coventry was followed by similar nslaughts elsewhere, Much Cowslip was an ovious candidate for early inclusion in the t of blitzes. Apart from military objectives, ch as the Cowslip Canal and Councillor umble's well-stocked provision store, our putation as the hard core of democracy re-war brand) is so established that our estruction may seem to the dictators an sential preliminary to their success. One n picture them scallywagging together some-here on the Brenner Pass, each with some rds on the table and others up his sleeve, greeing in the friendliest possible manner at Much Cowslip must be extirpated. For here could they strike more shrewdly than ere, where Magna Carta was drafted before he barons saw it, where minorities may still e heard even if they disagree with the majority, nd where the bare bones of the democratic ystem still wear the decent homespun of public eetings and elections by ballot ?

Obviously, then, our turn was sure to come; s come, indeed, it did. Fortunately, our ranch executive happened to be in session t the time, so the best brains of the community —the key-men of the essential services—were ssembled, and able to co-operate smoothly nd effectively without delay. What that meant o Much Coswlip, few, if any, appreciate.

After a heated debate, we had just approved resolution condemning the National Executive Council for abandoning even the pretence f control by conference, when an incendiary omb fell through the roof. To the eternal redit of the service, no one moved until the lerk had formally declared the meeting djourned and vacated the chair. Thereupon, while several members discharged their ountain pens at the bomb from a discreet istance, I made a hurried search for the tirrup-pump and sand which should have been available. Suddenly I recalled (*a*) that Farmer Gollop, on the authority of the ouncil, had borrowed the pump to limewash his hen-house and (*b*) that Schoolmistress Scragge had used the sand for her realistic elief model of the Western Desert campaign.

Fortunately, the clerk had one of those nspirations peculiar to the truly great. Handng round his snuff box, he instructed everyone o take a double pinch and face the incendiary, which by then was spluttering fiercely. Lashed by the fine spray of a volley of terrific sneezes. t suddenly and surprisingly went out.

Remembering, after our first sighs of relief, hat such visitors come not singly, but drop as oth the gentle rain from heaven upon the lace beneath, we rushed out heroically. Our ain—and only—street was shrouded in flame-treaked smoke. It seemed that all our historic uildings were ablaze—the gaol where we had ecuperated from branch dinners, the Lamb nd Lion with its notorious cellar, even the ow of cottages four hundred years old which ere either an abominable slum or a priceless ntiquity, according to whether one lived in or ooked at them. For a moment I could have ept if anyone had made me cry. Then my anhood reasserted itself and, yelling hoarsely for the A.F.S., I led my colleagues—not a man of whom held back—rapidly away from the village to the comparative safety of the canal pastures. There we lay flat and held a council of blitz.

The clerk was missing, and had last been seen going strongly in the direction of Buttercup Magna. Realising that he had gone for help, and knowing what it must have cost him to forsake us at such a critical moment, we raised our tin hats solemnly in silent tribute—replacing them less solemnly as another salvo fell about six miles away.

By this time the smoke had thinned sufficiently to show that actually only Gollop's hayrick and an adjoining piggery were ablaze. Later, we learned that other fire-bombs fell harmlessly in the street, where Widow Pottle, fortified as always by several layers of good red flannel, put them all out by sitting on them.

As the roar of high-explosive had diminished to a dull rumble from the horizon, and as only those with too-vivid imaginations could still hear aircraft overhead, I led my cavalcade at a brisk trot back to the Control Centre where, by sacrificing everything to speed, we managed to call out the A.F.S. before the fires were completely burnt out. Unfortunately, as the canal was frozen over, they could do little beyond throwing an odd bucketful of water here and there for the sake of appearances. Even that might have been better left undone, since four buckets of water from the garage proved to be petrol.

However, the flames eventually died away, and everyone went back to bed—except those stalwarts of the service which never—hardly ever—sleeps, the local government staff. Standing by the blackened ruins which once housed Farmer Gollop's favourite livestock,

"Farmer Gollop had borrowed the pump..."

we vowed that a nobler, healthier, and if possible less odorous sty should rise phoenix-like from the embers. Then we too went home to supper, our appetites sharpened by the aroma of roast pork.

Next morning our real troubles began. Somewhere in Buttercup Magna the clerk, under the impression that Much Cowslip was in ashes, was moving not only heaven and earth but even Government departments in his efforts to send aid to our supposedly stricken community.

Even in peacetime we have never boasted a transport system, but now buses of every shape and size streamed in from the four corners of the county, followed by fourteen mobile canteens and convoy after convoy of lorries laden with food and blankets. Determined to keep things moving somehow, I insisted on everyone eating at least six hot meals to empty the mobile canteens. The buses I utilised by improvising a circular route on which they ran nose to tail down the village street and returned via the back-gardens and Gollop's farmyard. One old lady followed her six hot meals by seventeen and elevenpence worth of penny circuits, after which she was gloriously bilious for a week.

The food and blankets we stored until every building was overflowing. Further convoys we diverted by placing notices," Road Closed —Unexploded Bomb " on every inward road. Only one task remained, to ward off the risk of an epidemic. I decided to wire the Ministry of Health for guidance and, remembering the expressive word " Coventrated," coined when Coventry suffered, I worded my telegram thus :

" Much Cowslipated. Wire instructions."

The only response was a trainload of senna pods and five thousand leaflets detailing exercises beneficial to the stomach muscles. Compelled to use my own initiative, and vaguely aware that water was the likeliest source of infection, I issued orders that, pending chlorination of the village pump, only bottled beer should be drunk. It was a most popular instruction.

Quite what happened thereafter I hardly know, but when a squad of special constables from Buttercup Magna arrived to help us through our blitz difficulties they found the village deep in senna pods, while most of the population, wrapped in five blankets apiece and singing uproariously, were careering round and round the houses at forty miles an hour in the borrowed buses ; the remainder, led by Blatherpatch—leaflet in hand—were attired in pants and vests and performing exercises beneficial to the stomach.

The visiting constables, a hidebound and conventional squad, locked us all in the gaol until the clerk returned to bail us out. Fortunately, he was so delighted to find his rateable value unimpaired that he treated the whole affair as an example of what post-raid shock can do. *Experientia docet*—experience does it—says the old tag, and so indeed it does. We have laid in a supply of bottled barley-water ready for our next blitz.

(Plus a few more bottled beers for the staff, naturally.)

WHY NO CONFERENCE?

The Case for the N.E.C.

AS one of those members of the National Executive Council who spoke and voted against the holding of a conference or delegate meeting and elections for the N.E.C. this year, may I be allowed to take advantage of the opportunity offered by your publication of Mr. Langford's letter in the January issue of LOCAL GOVERNMENT SERVICE to amplify the somewhat condensed report of the debate which appeared in your December number?

First, let us examine the question of holding a conference. I wonder whether Mr. Langford has given any consideration to the practical side of this question. He knows, of course, that a conference means an influx of anything up to 1,500 delegates and friends into the town selected, and I am not aware of any town outside London which, under war conditions, could provide accommodation for such a large number of people or a hall in which a conference could be held. Further, as many large centres of population, occupying key positions on the railway systems, have been "blitzed," the difficulties of travelling have been increased enormously. As regards London, I do not think that a conference held there would be in any way representative.

There is another and at least equally important aspect. I refer to the point I endeavoured to make at the meeting of the National Executive Council when I stated that it would not be fair, in the absence of one third of our members on active service, to take decisions on such important matters as the question of affiliation to the Trades Union Congress. Surely Mr. Langford will agree that, on such a question, it is imperative that every one of our members should have an opportunity of expressing his view.

As to a delegate meeting, Mr. Langford himself refers to last year's meeting as "farcical," and in view of the fact that the National Executive Council is advised that such a meeting has no validity, it would, of course, be futile to hold one. It would be an insult to members to invite their views unless they were in a position to enforce them.

And now I come to the question of elections for the National Executive Council. Here again I must refer to those 40,000 of our members who are serving with H.M. Forces. Is it fair to hold an election in their absence? May I remind Mr. Langford that the present National Executive Council was elected less than two years ago by the whole membership. The individual members were elected on their known records and they they were elected democratically. It would be undemocratic to hold an election limited to two-thirds of the membership. Further, Mr. Young's point that it would be folly to "swap horses" is a good one, and Mr. Langford is not fair in trying to represent it as fear of being "deposed."

The National Executive Council is usually looked to to give a lead to the Association. This it has tried to do in this case, and the decision it has arrived at has been reached in what it believes to be NALGO's best interests.

Mr. Langford appeals to branch secretaries to urge the National Executive Council to reverse its decision. May I, as a branch secretary of more than sixteen years' standing, appeal to Mr. Langford to look at this subject with the realism which is usually one of the outstanding attributes of branch secretaries? If he does, I am sure he will come to the conclusion that the N.E.C. has not only acted in good faith but is right in its decision.

Town Hall, Salford, 3. L. HUBERT TAYLOR.

A Branch Secretary's View:

IT is a branch secretary's privilege to let off a little steam now and then. The process reduces blood pressure caused by the antics of annoying councils and grousing members. Therefore, I have some understanding of Mr. Langford—the little hot-head—when he feels the urge to lash out. At the same time I, as secretary of a branch having its work cut out to preserve domestic stability, consider him unfair in his condemnation of the N.E.C.'s decisions.

A conference requires prolonged and expensive preparation, all of which would be wasted effort if, as is not improbable, the meeting had to be hurriedly cancelled by reason of intensive air attack or even invasion. Furthermore, those members who truly represent NALGO principles by their selfless service to their colleagues are, by the same token, actively engaged in civil defence duties. Could they be spared, say 1,000 or more from all over the country, even if they wanted to be spared, for two or three days? Put first things first, as the stalwarts of NALGO would do. They wouldn't be at your conference. Then who would?

Conference must be representative or be a flop, and we cannot afford a repeat performance of last year's farce. Yes, I know the western front was crumbling last May. But our present national position brooks no complacency and you in Essex and we in Sussex—aye, and you in Westmorland—can ill afford the relaxation of vigilance to attend a conference.

Apart from the question of affiliation with the T.U.C., there is no major issue before us. Affiliation would, in my submission, depend on a national ballot. Let us have such a ballot, if we must, and let our members, guided by accurate statements of the pros and cons, the index of opinion in "L.G.S.," and discussion in branch executive and district committees, calmly assess the worthwhileness of affiliation. They will not be influenced by platform rhetoric nor by the hyperbole of those on the floor habitually "agin" the N.E.C.

I see no reason for a conference to discuss affiliation, and I certainly see no reason beyond it.

As to the holding of N.E.C. elections this year—it is my belief that these would be unrepresentative and a waste of time, money, and paper which neither this association nor the country can afford. Of 650 members of the Brighton branch, 200 are in the Forces. Ballot papers could be sent to them in their journals, but how many would vote? The proportion would be infinitesimal. *They* are concerned with winning a war, not with "having a go" at men and women who, whilst alleged to be autocrats, exemplify the spirit of a true democracy—service for the good of others. The vicissitudes of war practically disfranchise at least 25,000 of our members, amongst whom must be more than one who would have found favour as N.E.C. nominees.

I have frequently criticised the N.E.C., ashamedly, I confess, on issues which, in the light of present circumstance, were trifling. They have always deserved my gratitude and now they have my confidence if they are willing to carry on.

Tell me, friend Langford, what profit is it to an N.E.C. member to vote himself another year of honorary toil in times such as these?

We can direct the N.E.C. by a vigorous utilisation of the machinery of branch executives and district and Whitley committees. Let us do so and decry wasteful indulgence during this testing time.

T. J. METCALFE.
Honorary Secretary, Brighton Branch.

READERS' FORUM

The Editor regrets that lack of space has compelled the exclusion of a number of letters, and the condensation of some of those printed. Letters for the March number must reach him at 192, Edgwarebury Lane, Edgware, Middlesex, not later than February 17. They stand a better chance of publication if they are short.

"Dictatorial and Undemocratic"

THE spectacle of the N.E.C. voting itself into a further year of office, calmly dispensing with all conferences and delegate meetings — and incidentally deciding, from the Olympian spheres in which it now moves, that to travel anything but first-class was unthinkable—would be almost incredible if it were not explicitly reported in your December number. If it is difficult to hold a full conference on the peace-time scale, what in the world are the difficulties in the way of a more limited delegate meeting? District conferences could be organised beforehand, if necessary, in order that the delegates should be thoroughly instructed. And why cannot an election to the N.E.C. be held?

According to your report of the proceedings the arguments of the N.E.C. were:

(1) A delegate meeting would have no legal validity, and (2) an election is undesirable because it is folly to swap horses in the present difficult circumstances. If these really were the reasons, the inevitable conclusion is that the N.E.C. fears the criticism it would receive from a delegate meeting, and does not dare to face the test of an election.

The report of the meeting of the N.E.C., brief though it is—it might well have been much fuller—provides ample ground for criticism. Although the Whitley Council cost-of-living bonus was mentioned, there appears to have been no discussion whatever on the steps being taken to force local authorities to adopt that award. It is clear that whatever steps have been taken give no grounds for satisfaction; only eight county councils and 28 county boroughs have adopted the scale or a modified form of it. About 25 county councils and 20 county boroughs have not granted a cost-of-living bonus of any kind. I should have thought this was by far the most important job for the N.E.C. at the present time, and would alone justify calling an immediate delegate meeting, quite apart from the many vital issues arising out of conditions that are changing more rapidly than ever before, which all members of NALGO must be wanting to discuss.

I sincerely hope that there will be such a outcry at the arbitrary, dictatorial, and undemocratic attitude of the N.E.C. that it will soon be compelled to call a delegate meeting of some kind. Meanwhile, is it too much to ask the N.E.C. to explain in your pages why it has seen fit to suppress all the recognised means by which the rank-and-file can exercise control over it? Does it propose to continue this suppression until the end of the war?

JOHN BARTON.

There was, in fact, considerable discussion at the N.E.C. meeting on the steps being taken to secure wider adoption of the bonus award. It was not reported because much of it was confidential—and it is not always wise to broadcast your strategy.

Grimsby Disapproves

I AM instructed by the Grimsby branch to forward the following resolutions which were adopted at the annual general meeting of the branch:

1. That the Grimsby and district branch express their strong disapproval of the action of the National Executive Council in deciding against the holding of
   (*a*) a conference in 1941,
   (*b*) a delegate meeting in 1941, and
   (*c*) an election for the N.E.C.,

and further submit that the council exceeded their powers in these matters.

2. That the Grimsby and district branch support the resolutions of the South Wales and Monmouthshire district committee and the Leicester branch as set out in the December issue of LOCAL GOVERNMENT SERVICE, page 8, column 2.

J. W. L. BUXTON,
Honorary Secretary.
Grimsby.

Disgraceful Decision"

THE decision of the N.E.C. not to hold a conference is disgraceful, but no less so than their decision to re-elect themselves for the duration. Even in present conditions, there is nothing to prevent the proper functioning of N A L G O. There are difficulties, I admit, but these should be met and mastered.

The N.E.C. have, I believe, in their hearts already decided for N A L G O that we shall not affiliate to the T.U.C. I agree that affiliation would be a bad move, but I deplore the methods adopted by the N.E.C. This must be an issue decided by conference in 1941. The decision of conference in very different circumstances can be no criterion of the present temper of the association.

In the meantime, we do well to weigh carefully this question of T.U.C. or not T.U.C. The supporters of affiliation contend that N A L G O then will be able to wield the " big stick " at local authorities with whom there is disagreement. If might is right, why are we at war? It is further suggested that, with the powerful support of the T.U.C., N A L G O can call a strike if its demands are not met. Irrespective of civil rights, I affirm that no local government officer has the moral right to desert his post to the detriment of the community. In no circumstances would I give way on that issue. A general strike is, in effect, a revolution. If the T.U.C. were to call one, I wonder how many members of the local government service would be prepared to be party to it? I say emphatically, not many.

It seems to be a delusion of many of the more ardent of the pro-T.U.C. members that, once N A L G O is affiliated, all problems of inadequate and unequal salaries, cost of living bonuses, bad service conditions, and insecurity of tenure will disappear overnight. Make no mistake about it, that will not be so—and remember, even the curate's egg looked attractive from the outside.

Finally, I suggest that in this matter the N.E.C. and the general body of members could have no better guide than these words by Thomson:

" By these three virtues be the frame sustained
Of British Freedom! INDEPENDENT LIFE,
Integrity in Office, and, o'er all
Supreme, a passion for the Commonweal."

Sutton Coldfield. C. E. IMPETT.

DECIDING OUR POLICY

"Disgusted" Replies

REFERRING to your remarks at the foot of my letter in the January journal, I dismiss with contempt your childish inference of blackmail and a novel method of deciding your policy.

You suggest I take the trouble to learn a little about N A L G O. I accept the challenge. You inform me that our democratic body in 1936 (what a memory!) rejected a proposal for affiliation with the T.U.C. (what a mistake!). Now! Why does the short paragraph on page 18 of the same issue in which the 1936 history is quoted, admit such affiliation is of major importance in the eyes of the emergency executive? The democratic body to which I belong presumably sits up and takes notice on receipt of letters from such branches as Glasgow and Leicester—but my letter has to be dismissed with utter contempt for the individual. Where were the historic files of 1936 when the emergency executive met? Could not these submit the so much desired pros and cons, obligations, etc., if such a drastic step were to be contemplated?

In 1938 (also again in 1939) N A L G O presumably decided to press forward for national standards of salary and conditions of local government officers. Yet in 1940, junior members of N A L G O are asked to swallow the continued progress in the campaign for better salaries as demonstrated by the Blackpool revised salary scales set out in the October issue of LOCAL GOVERNMENT SERVICE, page 232. In 1941, N A L G O goes further by discreetly ignoring items (*c*) to (*f*), inclusive, of my letter.

I suggest to you that the scales of salary and the working conditions adopted by the East Midlands, Middlesex, and London district councils are not comparable, and therefore not uniform. The North Metropolitan district council, to my knowledge, has not even issued proposed scales and conditions of service. Perhaps I can be enlightened as to how these bodies work and under whose jurisdiction.

Again referring to my letter, item (*b*) refers to the last named council above, of which I presume N A L G O approves.

Perhaps I do not understand the meaning of the word " democratic." It is the dictionary that has misled me. I was always under the impression that the individual counted in democracy. Or am I wrong?

Finally, is N A L G O sending a representative to the People's Convention?

Municipal Offices, W. NOLAN.
Wood Street, Barnet. Still Disgusted.

We do not challenge Mr. Nolan's right to criticise NALGO's policy, and to endeavour to amend it by discussion, persuasion, and majority decision. Those are democratic methods. But closing his account with the Nalgo Building Society, and urging other members to do the same, because the association's policy does not meet his wishes, is not democratic, and is, indeed, a puerile form of blackmail.

Are We Democratic?

ON page 16 of the January LOCAL GOVERNMENT SERVICE, while giving a sound and deserved slapping to a correspondent " Disgusted " (who should have signed himself " Disgruntled ") you write:

" It (N A L G O) is a democratic body, subject to the control of its members, etc."

Come, come!

Much Cowslip. JOHN J. JACKASS.

MINISTERS' MESSAGES

A Waste of Space?

DO you really think that the average local government officer who knows the facts is impressed in the slightest by the kind of praise contained on three whole pages of the January issue of LOCAL GOVERNMENT SERVICE—three pages entirely wasted in my humble opinion, especially when paper is so scarce? I have no doubt that articles on problems of vital importance were not published because of lack of space. I would not have minded so much if one of our admirers had been sensible enough to say that he had found us lacking in even one respect; no, we are wonderful chaps.

It is about time this ridiculous " back-scratching " practice stopped. As regards the views of the regional commissioners, however, Dr. Robson's criticisms of their choice served as the castor oil after the large helping of over-rich plum pudding. Then, surely, the article by J. M. Saunders should not have followed so closely. In the course of a very short train journey I was " lifted " to the heights of super-efficiency and then the known truth was thrust at me. It's not good enough. A brief note from the Minister of Health would have been quite sufficient—we know what good fellows we are.

Just another little criticism—our president's message this time. Surely he does not think that the reference to the fact that local government is a " sheltered " occupation is intended as he has interpreted it. No, Mr. President, we know what the critics mean, and your remarks hardly constitute a reply to them.

Town Clerk's Department, W. J. TURNER.
Hampstead Town Hall, N.W.3.

BONUS IN SCOTLAND

Members Dissatisfied

I HAVE read the remarks in the December LOCAL GOVERNMENT SERVICE on the recommendations of the joint industrial council for local authority services in Scotland regarding the cost-of-living bonus. I consider the comment quite inadequate. There is no hint to local authorities that the award is considered as other than satisfactory, when in reality it is the reverse.

The award, issued on October 30, applies to salaries under £350 and recommends a bonus of 6 per cent on salaries up to £300 and 3 per cent on salaries in excess of £300 and under £350, no salary to be increased beyond £350. These recommendations are less favourable than those of the national Whitley council to English local authorities on *January* 23 *last*. The Whitley council recommendations were cost-of-living bonus of 6 per cent on the first £300 of salary and 3 per cent on the next £200, the increases to apply to all salaries. These recommendations, to take effect from April 1, have been adopted by 282 local authorities.

In the November journal we read that the staff side of the national Whitley council made a claim on September 19 for the revision of the January award. Ten per cent on £300 was sought on the basis of approximately one-half of the increase in the cost-of-living index since September 1, 1939.

It should be kept in mind that the joint industrial council's recommendation followed " an application by the employees' side for an advance in the war increase granted to administrative, etc., staffs." It seems to me that the employees' representatives should have disassociated themselves from a recommendation (and they are now a party to it) which was less favourable than had been made to local authorities in England some months before, more especially when the cost of living had increased (in October) by 7 per cent since the April award and approximately 22 per cent since the outbreak of war.

In the circumstances, LOCAL GOVERNMENT SERVICE should have expressed the dissatisfaction of Scottish readers in no uncertain manner.

ABERDEEN.

THE FIGHT FOR WHITLEYISM

Out of Place To-day?

HAD the title of this article in the November number of LOCAL GOVERNMENT SERVICE been " The Fight Against Hitlerism " it would have been much more appropriate. Far too many people are assuming this war to be an *incident* instead of a *crisis* in their lives, and for local government officers to be flogging Whitleyism in these days is completely out of place. I, for one, am out of harmony with N A L G O's attitude on this subject at this juncture, and I am afraid there is too much of a political flavour about it, especially when one notes the pressure, from many directions, to link up with the T.U.C. Should that fatal step be taken, then N A L G O will see the exodus of a large number of its members, of which I shall be one. The local government service, like the civil service, has always prided itself on a complete detachment from any political party, and in that is to be found our effective service to the public.

Let us leave this campaign for universal Whitleyism for more halcyon days, and let us not be deflected from our civil defence and A.R.P. duties. If we don't win the war, no " ism " will be of any consequence, except Hitlerism.

J. KILGOUR GRANT.

City Engineer & Surveyor's Dept.,
Municipal Offices, Chester.

Special N.E.C. Meeting on T.U.C. Affiliation

A SPECIAL meeting of the National Executive Council is to be held on March 15 to discuss the question of N A L G O's affiliation to the Trades Union Congress, urged by a number of branches and district committees. This was the decision reached by the Emergency Executive when it met in Leeds on January 18.

The N.E.C. meeting will be preceded by a meeting of the emergency executive, which will have before it a dispassionate statement, setting out the arguments for and against affiliation, together with the obligations which affiliation would impose upon N A L G O, and any privileges it would convey upon the association. In the light of that statement, the emergency executive will make recommendations to the full council, which will then determine its policy on the question for submission to branches.

Mr. A. A. Garrard, chairman of the council, presided over the emergency executive meeting, and those present included Mr. F. H. Harrod, vice-chairman, and Messrs. H. Allen, J. T. Baker, R. W. Coppock, A. B. Day, G. S. Fraser, D. L. Griffiths, T. Nolan, A. Denton Ogden, E. L. Riley, L. H. Taylor, and E. A. S. Young.

A financial statement showed that the association was so far successfully overcoming wartime difficulties. Income to December 31, 1940 (by which date many branches had not sent in their subscriptions collected), totalled £67,260, compared with £72,857 at the same date in 1939 and a final total of £94,866 in 1939. Of the 1940 total to date, subscriptions made up £46,058, compared with £47,779 by December 31, 1939, and a final figure of £55,340 for that year. Expenditure to December 31 totalled £73,520, compared with £82,342 at the same date in 1939, and a final figure of £91,996. Substantial savings had been effected on many items. These (with the corresponding figures for 1939 in parenthesis) included: printing, stationery, and office expenses, £3,335 (£3,921); expenses of meetings £1,886 (£3,234); parliamentary and legal expenses £1,453 (£6,822); education expenses (excluding administration costs) £1,196(£3,276); and LOCAL GOVERNMENT SERVICE, £6,020 (£9,287). The main items the cost of which had increased were postages £852 (£601) and divisional organisation £6,005 (£4,198)—the latter, of course, a result of the partial adoption of the regional organisation scheme and the opening of a new divisional office at Cardiff.

The committee approved reports on the activities of the association between August 26 and December 31, 1940. These are summarised below:

Service Conditions and Organisation

Whitleyism—At a conference between representatives of N A L G O and principal officers of the Ministry of Health on December 18, arising out of the association's deputation to the Minister last August, Ministry officials reported that the Minister had met representatives of the local authorities' associations in November. Mr. MacDonald had urged them to reconsider their attitude towards Whitleyism, pointing out that negotiation and conciliation was the accepted policy of the Government. He suggested that the associations should appoint a joint committee and approach N A L G O with a view to arriving at an understanding.

The N A L G O representatives emphasised that the problems facing the local government service were too urgent to allow of delay. Further, the officers could make a solid contribution to the solution of many difficulties, which would never have arisen had there been some recognised joint machinery in operation.

All other sections of the public service had conciliation machinery, and there was no reason why it should be denied to local government. For twenty years, N A L G O had been trying to induce the associations of local authorities to take part in Whitleyism. Without their help, it had succeeded in establishing Whitley machinery throughout the country—machinery which they refused to recognise. It was time this policy of isolation ceased.

In these circumstances, the N A L G O representatives pressed for a further early meeting with the representatives of the local authorities' associations, and the Ministry officials undertook to do their utmost to arrange this.

Cost-of-Living Bonus—At the same meeting, the Ministry officials stated that—as was reported in LOCAL GOVERNMENT SERVICE last month—it had been decided, in response to N A L G O's representations, and after departmental discussions, to withdraw the ban on grant of cost-of-living bonus in excess of the civil service scale to medical officers and sanitary inspectors whose salaries are subject to Ministerial consent. These officers would, therefore, be entitled to receive the same bonus as their colleagues, and the bonus would be recognised for grant. The decision would be retrospective to the date of the grant of bonus to the authorities concerned.

The emergency executive was informed that, despite this decision of the Ministry of Health, the Ministry of Transport and the Board of Education had not yet agreed to approve for grant bonuses above the civil service level to surveyors and administrative staffs of education authorities. It was decided to send a deputation to the Minister of Transport and the President of the Board of Education.

The Service Conditions report dealt also with the decision of the National Whitley Council of December 23 (reported on page 42) to increase the bonus award to 10 per cent of salary for officers earning up to £300 a year.

After reviewing the present cost-of-living bonus decision, the report stated:

> "The figures quoted, showing that only about one-sixth of the local authorities in England and Wales are paying the meagre bonus of the National Whitley Council, indicate . . . the enormous amount of work the association has still to do to bring local authorities to a realisation of their responsibilities."

Suggestions made by N A L G O for co-ordinated action between the association, civil servants, and the National Union of Teachers, had been deferred by those bodies, on the ground that, at the moment it would be difficult for them to adopt a uniform policy.

National Arbitration Order.—It was disclosed that departures from normal working conditions in six local authorities had been registered under Part IV of the Order.

Nine disputes had been referred to the Ministry of Labour under Part I of the Order, with the following results:

ASHTON-IN-MAKERFIELD U.D.C.: failure to pay bonus on Whitley council scale to sanitary inspectors—**council has agreed to pay bonus, following withdrawal of Ministry of Health embargo**;

GWYRFAI R.D.C.: failure to pay cost-of-living bonus and adopt a grading scheme—**council has agreed to pay North Wales bonus at once and to negotiate a grading scheme**;

HAZEL GROVE AND BRAMHALL R.D.C.: failure to pay bonus—**council is expected to grant bonus**;

MARPLE U.D.C.: failure to pay any bonus—**council has agreed to pay full bonus**;

NEATH R.D.C.: refusal to adopt Whitley scale of salaries—**council has agreed to pay South Wales Whitley Council scales**;

BLACKPOOL C.B.: failure to pay any bonus—**dispute awaiting hearing by Arbitration Tribunal**;

LYTHAM ST. ANNES B.: payment of inadequate bonus—**dispute awaiting hearing.**

BOLTON C.B.: refusal to make up war service pay—**dispute awaiting hearing**;

SMETHWICK C.B.: failure to pay any bonus—**case first deferred until Hazel Grove decision was known. Now that Hazel Grove is likely to agree to N A L G O's demands, the Ministry of Labour is trying to arrange a further meeting between the Smethwick council and N A L G O.**

Some discussion arose on the extent to which the National Arbitration Order was being used by N A L G O and the circumstances in which it should be employed. It was agreed that the decision whether or not a dispute should be taken to arbitration should rest with the chairman of the service conditions and organisation committee and the general secretary.

The extent to which the Conditions of Employment and Arbitration Order applies to the negotiating machinery for local government has also been considered by the T.U.C. Advisory Committee, on which N A L G O is represented. As was pointed out in LOCAL GOVERNMENT SERVICE in November, the view that it applies to local government Whitley councils exactly as it applies to joint councils in industry, has been challenged by the associations of local authorities with the backing of counsel's opinion.

The T.U.C. Advisory Committee took up this point with the Ministry of Labour, but the problem has not yet been solved. The committee is, therefore, being urged to ask the Ministry of Labour so to amend the order as to ensure that it covers the local government service.

Increase in Superannuation Allowances.—A meeting between N A L G O, the civil servants, and the National Union of Teachers, expressed the view that the time was not yet opportune for a *joint* appeal to the Government for legislation to permit an increase in superannuation allowances on the lines of the Pensions (Increase) Acts, 1920 and 1924. Mr. Day (civil servants) had pointed out that the Government would refuse any increase in pensions until the cost of living had reached a much higher level and showed signs of staying there.

This question was also discussed by the T.U.C. Advisory Committee, when it was agreed that each of the organisations represented should submit their views to a later meeting.

After a full discussion, the emergency executive adopted a resolution declaring that, in its opinion, the time had arrived when the Government should be asked to remedy this grievance among superannuated persons, and expressing readiness to make joint representations with the T.U.C. and other interested bodies.

Evacuation of Towns.—At the meeting with officials of the Ministry of Health it was pointed out that, although the evacuation of certain coast towns, threatened last July when invasion appeared imminent, had not taken place, invasion was still a possibility. N A L G O, therefore, pressed for legislation to safeguard the tenure of office, superannuation rights, and salary of officers dismissed as a result of compulsory evacuation, and to provide for their reinstatement after the war. Examples were quoted of the problems and types of hardship which might arise. The Ministry officials asked to be supplied in writing with the points needing attention, and promised to examine them sympathetically with a view to the necessary action being taken at the appropriate time. In the meantime, they stated that the Ministry would not object to local authorities making reasonable payments in hard cases.

War Service Anomalies.—At the same eting, the NALGO representatives drew ention to a number of anomalies and in- tices arising from the operation of the Local overnment Staffs (War Service) Act, and essed for amending legislation. The points sed included the position of officers who re suffering hardship because they had to y superannuation contributions on full civil lary or on war bonus which they were not ceiving, and of others who had volunteered for rvice on the strength of an undertaking to ake up their service pay which had since en withdrawn. The Ministry officials agreed consider these anomalies.

Rest for Civil Defence Workers.—This heme was fully described in the January OCAL GOVERNMENT SERVICE. So far, the mergency executive was informed, 83 offers f hospitality in "safe" areas for London vil defence workers have been received, but nly two applications for rest periods. Only our authorities have offered to lend officers o hard-pressed London authorities, most ating that they were too short-staffed to do so.

Loans to Junior Officers.—Some months ago he North Riding county council started a cheme of interest-free loans, repayable over period of more than three years after a alary of £72 p.a. had been reached, to help unior officers in outlying areas, whose parents annot afford to supplement their earnings, to ccept appointments at county headquarters. After reference to the Yorkshire district ommittee, a letter was sent to the North Riding county officers' branch, asking it to nvite the county council to substitute a scheme f grants. The Yorkshire district committee elt that, since this question affected most ounty councils, it should be dealt with ationally.

Public Relations

Although the continued pressure of civil defence work and the calling up of more branch public relations correspondents have further reduced the publicity work conducted by branches, some have shown commendable enthusiasm in organising lectures, writing letters to newspapers, and obtaining press publicity for local government and the association. Every possible help and advice has been given to branches from Headquarters in carrying on this work.

It is proposed to circulate to branches a document showing how further publicity may be obtained locally by simple means within the scope of most branches even in war-time. In addition, stress will be laid on the most important aspect of public relations to-day—the direct contacts between the local government officer and the public. Branches are being urged to examine these contacts within their own areas and to do all in their power to make them more acceptable and harmonious.

"Local Government Service."—The endeavour to make the official journal more useful to members, and to utilise it as a vehicle for wider propaganda, has been continued, within the restrictions imposed by severe paper rationing. Many recent articles have been quoted by newspapers, thus extending public interest in local government.

The messages expressing appreciation of the work of local government staffs contributed to the January journal by the Ministers of Health and Home Security, and by all the Regional Commissioners, were sent to every newspaper in the country and have been widely quoted.

Letters to Newspapers.—The public relations officer continues to send many letters to newspapers replying to criticisms of the service and clearing up misunderstandings on such points as war service pay, cost-of-living bonus, Whitleyism, and the like. It is encouraging to note, however, that the volume of criticism of the service is now much less than it was in the past, and that the work and achievements of local government officers would appear to be much better understood and appreciated than formerly.

Legal

The following new legal cases were dealt with between August 25 and December 31, 1940:

Superannuation	69
War Service	34
Miscellaneous	188

In addition, eight compensation claims in respect of direct pecuniary loss sustained by the operation of the Old Age and Widows Pensions Act, 1940, have been submitted.

Special Activities

The army authorities gave up occupation o Cayton Bay holiday centre on November 1, 1940, and, the Admiralty having found it unsuitable, it is at present empty. Part of the accommodation, however, is being prepared to provide rest holidays for overburdened civil defence workers, at an inclusive charge of £2 12s. 6d. a week. Cefn y Mynach, the association's private hotel at Rhos on Sea, is enjoying an exceptionally good winter season.

Education

Special entrance examinations for junior clerks have been arranged for a county council and an urban district council. Grants totalling £225 have been made to universities organising courses for a degree or diploma in public administration.

Other matters dealt with by the emergency executive included:

N.E.C. Vacancy.—The Registrar General having given authority for vacancies on the N.E.C. to be filled by nomination of either the district committee concerned or the council, it was decided that, to fill the vacancy created by the resignation of Mr. A. J. Gould, the South Wales district committee be invited to elect a member by a majority of the members present and voting.

N.E.C. Elections and Conference.—It was reported that the authority of the Registrar General had been obtained to dispense with the annual conference in 1941 and to continue the existing officers in office.

The South Eastern district committee recently passed a resolution, which it sent to all district committees, urging the N.E.C. to reconsider its decision not to hold an election this year. This resolution was supported by the Yorkshire district committee, which also urged the holding of a conference of representatives of branches on a reduced and reasonable war-time basis.

The chairman pointed out that it was not competent for the emergency executive to make recommendations to upset the decisions of the N.E.C., and the meeting thereupon decided to report the resolutions to the next meeting of the full council. Similar action was taken with a resolution from the Hastings branch deprecating the decision of the council, during the present period when long-distance travelling is exceptionally difficult, to allow first-class railway fares to its members making journeys on association business.

Subscriptions.—It was decided to refer to the N.E.C. resolutions passed by the Yorkshire district committee and the Kent county branch. The first urged amendment of the association scale of subscriptions to provide that members on war service and whose army pay and allowances equal or exceed their civil pay should pay subscriptions based on the remuneration they would have received had they continued to serve in their civil capacity. The Kent resolution urged that, in assessing subscriptions, war additions and/or war bonus granted since the outbreak of war should be ignored in the case of officers receiving a basic salary of £52 p.a. or less.

NATIONAL HEALTH INSURANCE

All National Health Insurance cards for the half year ending December 1940 should now be in the hands of the Approved Society. If you have not yet forwarded your card, please do so at once.

DIPLOMA IN PUBLIC ADMINISTRATION

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

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Zoological Note

When I was interviewing a deputation of A.R.P. personnel from depots the other day, the spokesman said: "Of course, the chief allegator isn't here. He's a stretcher party named Smith."

* * *

Forward Movement

Heard in the shelter: If the Greeks advance much farther they'll be getting off-side.

* * *

Aphorism

Anger improves nothing except the arch of a cat's back.—*Coleman Cox.*

* * *

Garden Note

Dr. Johnson was walking in a garden with a friend who kept picking up snails and throwing them into the garden next door.

Dr. Johnson reprimanded him, but his friend replied:

"Sir, my neighbour is a Dissenter."

"Oh, if so, Sir Robert," replied the doctor, "toss away, toss away, as hard as you can!"

* * *

Mot Juste

Scene: A pub.

A bomb whines.

"This one," says the publican, "is on the house."

* * *

Sanctuary

The following notice appears outside a church in Dockland:

"*If your knees knock, come in and kneel on them.*"

* * *

The Way of the World

"Although a millionaire, he didn't believe in luck. He believed in hard work—sheer hard labour." (Gossip.)

And if he hadn't been a millionaire, he might have got it.

* * *

At a Street Corner

"Got any gas?"

"Neow. 'Ave you?"

"Neow. Got any water?"

"Neow. 'Ave you?"

"Neow—but I got me 'usband. 'Ave you?"

"Neow. I'm a single lady."

* * *

Some Shell

Here is the dialogue of an interview between the secretary of a local information committee and an old lady:

"How can I help you, Madam?"

"Well, a shell came through my roof last night."

"Must have been an anti-aircraft shell."

"Antic shell. I should say it was. It came through the roof, went through the old man's bed—by the blessing of Gawd 'e wasn't in it—bounced down the stairs, 'opped past me brother-in-law in the 'all, and finished up under the sideboard. I never saw such capers."—*From "London's Awake."*

Notice for an Office

We know that your air raid experiences are worse than any one else's—except our own.

So let's take them as said!

By "Hyperion"
Drawings by J. Carver

Limerick

There was a brave girl of Connecticut
Who signalled the train with her pecticut,
Which the papers defined
As presence of mind
But deplorable absence of ecticut.

—Ogden Nash.

* * *

Retort

They were banging away rather violently over London the other night. A No. 11 bus pulled up at Aldwych, waiting for a lull.

An elderly gentleman started fussing to the driver. "What d'you mean by stopping here?" he barked. "It says Liverpool Street on the front of the bus."

"It says Aspro on the back," said the driver. "But we don't sell it."

* * *

Obvious

Stout women don't like hammocks, nor do pear-shaped men!

—*Admiral Sir Edward Evans.*

* * *

Life Sentence

It's just as important to marry the right life as the right person.

That Cowed Them

Notice on main road in Concord, New Hampshire: "By order of the District

Board, cows grazing by the roadside or riding bicycles on the sidewalk hereby forbidden.

* * *

Howlers for Grown-Ups

SEDIMENT is what you feel for somebody you love.

TANTRUMS is a bicycle for a man and his wife.

A MYTH is a female moth.

PEOPLE in the tropics don't wear much clothing; they dress like statues.

ETIQUETTE is little things you do you don't want to do.

A MILLENIUM is something like a centennial, only it has more legs.

A BACHELOR is a man who stays vacant.

A HAMLET is a dish consisting mainly of eggs and ham cooked together.

DISINFECTANT is a smell that is a greater smell than the original smell.

A TRIANGLE is a circle with three corners to it.

INSTINCT is when a man marries a woman, and habit is when he hangs his hat on the same peg every night when he comes home.

THE three periods of man's life are: Youth, maternity and old age.

STEAM is water gone crazy with the heat.

AN ISLAND is a piece of land gone for a swim.

AN ETCHING is a tingly feeling that makes one want to scratch oneself.

RABBITS are good for helping one study arithmetic because they multiply so fast.

—*Boners Omnibus.*

* * *

Famous Last Words

"Let's go and have a look!"

HOME SERVICE POSTCARD

.....19...

Dear.....

I am *all right / all wrong / —I really don't know how I am.* ——bombs fell on my roof last night.

The roof is *intact, / in pieces, / invisible.* and the contents of my flat are on *fire. / view to the outside world. / the ground floor now.*

The A.F.S. *rescued me / failed to rescue me / tried to take advantage of me in the confusion*

and I don't know what to *think. / say / do* I am at present living in *digs / the country / sin*

with some *friends, / relations / total strangers,* and shall continue to do so *for a day or two. / for a week or two. / until I can find anything better.*

My *husband / boy friend / rich old gentleman* is *all right, thank you, / all right / still sticking around,* and refuses

to leave me *unprotected. / alone. / any money.* There goes the *Warning siren, / All Clear siren, / telephone again,*

so I must *get dressed. / get undressed. / make up my face. / make up my mind* what I am going to do.

Wishing you *Good luck, / Good night, / were here.* *Cordially / Affectionately yours, / Tenderly*

Delete alternatives which do not apply.

To the Officers and Members of the
National Association of Local Government Officers

HELP THE COUNTRY BY HELPING THE WAR SAVINGS CAMPAIGN

YOU, as an active member of N.A.L.G.O., are the man best suited to point out to your fellow workers the vital importance of War Savings.

There are already 90,000 Savings Groups in Industry and Commerce over 6,000 of these being in the Local Government Services. All are contributing splendidly. But even greater efforts are needed . . . and this is how you can help.

Advise your friends, if they are not already in a Savings Group, to decide how much, with a bit extra effort, they can put by every week and then to see the Group Secretary about joining.

Where the member is already subscribing to a Group, try to get him to increase his subscription.

If a Group does not exist, see about forming one.

TELLING POINTS ON WAR SAVINGS

1. Emphasize Saving as the great need of the country in time of War.
2. Explain that we cannot at the same time have weapons for our fighting men and satisfy all our personal needs.
3. Point out what the other Departments are doing—don't let your friends lag behind.
4. Point out how valuable these Savings will be when Peace is restored.
5. Tell your friends of the interest their Savings will earn. Explain that War Savings are the safest form of investment.
6. Say, too, how easy it is to save on pay day through your Savings Group.

BEGIN THE GOOD WORK TO-DAY

ISSUED BY THE NATIONAL SAVINGS COMMITTEE · LONDON

10 p.c. BONUS FOR UNDER £300's

AN increase in the cost-of-living bonus award for all officers earning less than £300 a year was approved at a meeting of the emergency committee of the National Whitley Council held in Manchester on December 23, 1940—too late, unfortunately, for mention in the January number of L. G. S.

The meeting will long be remembered by all who attended it, since it coincided with the first big "blitz" on Manchester. The "blitz" atmosphere even penetrated to the discussion.

The staffs' side endeavoured to maintain its previous policy, that any cost-of-living bonus must relate to the service as a whole and not merely to sections of it. It was felt that the rise in the cost of living since the original award was made on January 23, 1940—from 12.3 to 25.8 per cent above the pre-war figure—justified an increase in the bonus to 12½ per cent. From the outset, however, it was evident that the employers' side wished to associate any further increase with a salary limitation approximating to that granted in the civil service.

The staffs' side was able to show that there was no comparability with the civil service, whose scale of salaries, service conditions, overtime payments, and so on, were in every way superior to those obtaining in the local government service. The employers' side conceded that a case for some revision had been made out, and offered an increase in the bonus to 10 per cent on the first £250 only. This was rejected, and when the meeting was almost on the point of adjournment to another date, the employers eventually agreed that the increase should apply to officers receiving up to £300 or thereabouts. Amid the crash of bombs and the clang of fire engines, the final resolution was agreed as follows:

(1) Delete sub-paragraph 1(a) of the present national bonus award [reading "*an officer whose normal salary does not exceed £300 per annum be granted a bonus at the rate of 6 per cent of salary*"] and substitute "an officer whose present annual salary does not exceed £300 per annum be granted an amended cost-of-living increase at the rate of 10 per cent of salary."

(2) An officer whose normal salary exceeds £300 per annum shall continue to be paid the same cost-of-living increase to which he was entitled under the national award prior to the adoption of the foregoing amendment.

(3) Subject to the proviso that an officer whose salary exceeds £300 per annum but is less than £311 13s. 0d. not receiving less than he would have received had he been in receipt of a salary of £300.

It was agreed that the revision of the national formula should date from January 1, 1941, and should be communicated to all provincial councils with a view to its ratification. Up to the date of going to press, five provincial councils—Lancashire and Cheshire, South Wales, West Midlands, Eastern, and Southern Home Counties—had endorsed the new award, and the Middlesex and London district councils had referred it to committees.

The following examples illustrate the effect of the amendment, and compare the revised award with that granted to the civil service.

	Local Government		Civil Service
Salary	Old Bonus	New Bonus	Bonus
£100	£6	£10	£7 16s.
£150	£9	£15	£13
£200	£12	£20	£13
£300	£18	£30	——
£400	£21	£21	——
£500	£24	£24	——

NALGO ROLL OF HONOUR

KILLED

Boyd, Pte. D., Royal Berks., 20, borough surveyor's dept., Reading. Died on active service.

Cornford, A.B., P. C., R.N.V.R., borough engineer's dept., Worthing. Killed on active service.

Cruise, Sgt. A., R.A.F., electricity dept., Luton. Killed on active service.

Graham, Sgt. Obs. F., R.A.F., education dept., Blackpool. Killed in action.

Hope, L., R.A.F., surveyor's dept., Eccles. Killed in flying accident.

Jenkins, Sgt. Pilot E. B. D., R.A.F., town clerk's dept., Luton. Killed on active service.

Lloyd, Sgt. P. D., R.A.F., Epping Forest. Killed in action.

Martin, Pte. R. G., R.A.S.C., electricity dept., Wolverhampton. Died on active service.

Redpath, L/Cpl. J., town chamberlain's dept., Kirkcaldy. Died in war prisoner's camp in Germany.

Rombach, Pilot-Offr. C. S., R.A.F., electricity dept., Glasgow. Killed on active service.

MISSING

Burgess, Gnr. C. H., R.A., 21, Reading.

Grace, Sgt. Obs. R. W., R.A.F., 19, borough accountant's dept., Reading.

Kipling, Capt. J. W., county accountant's dept., Durham.

Macrory, Sgt. Gnr. H. I., R.A.F. Missing after raid on Bremen.

WOUNDED

Pocock, Sgt. Pilot M. H., R.A.F., Oxfordshire C.C.

PRISONERS OF WAR

Berrisford, Pte. A. H., county accountant's dept., Durham.

Clelland, Pilot Officer E. J., R.A.F., 20, library dept., Bedfordshire C.C.

Crick, Cpl. A. L. R., R.A.S.C., 31, borough surveyor's office, Reading.

Dolphin, Sapper S. E., R.E., county surveyor's dept., Oxfordshire.

Eames, Pte. S. J. Royal West Kent Regt., electricity dept., Bermondsey.

Elliott, Signalman J. W., R.C.S., county surveyor's dept., Bedfordshire.

Husband, 2nd-Lt. W. A., county education architect's dept., Durham.

MacDonald, L/Cpl. J. A. S., Cameron Highlanders, public assistance dept., Inverness C.C.

Matheson, L/Cpl. J., Cameron Highlanders, public assistance dept., Inverness C.C.

Patrick, Pte. W., R.E., baths dept., Glasgow.

Price, Pte. E., South Staffords, borough treasurer's dept., Wolverhampton.

***Stamp, Pilot Officer R.,** R.A.F., electricity dept., Derby.

Williams, Capt. D. J., R.A., borough engineer and surveyor's dept., Colwyn Bay.

* Previously reported missing.

CIGARETTES FOR PRISONERS

It is now possible to send gifts of cigarettes and tobacco to prisoners of war in enemy and neutral countries.

The gifts, which will travel post and duty free, may be sent only by firms holding a special permit from the censorship department. Most big tobacconists and nearly all the London stores have these permits, and will supply details of the scheme.

A NALGO PIONEER—DEATH OF C. W. TAGG

WE regret to record the death, at the age of 80, of Mr. **C. W. Tagg,** for many years town clerk of Camberwell, where he won the affection of all his colleagues, and a pioneer in the fight for superannuation.

Mr. Tagg, indeed, had as good a claim as any man to be the "father" of NALGO. For it was at Camberwell, in 1893, where he was then clerk of the Vestry, that the first Municipal Officers' Association in the country was founded, with the sole object of promoting a superannuation bill for vestry clerks, other officials, and servants not covered by the Poor Law Officers' bill, then before Parliament. Other local associations were formed in the following years, most amalgamating to form NALGO in 1905.

In 1895—by which time the Municipal Officers' Association covered the greater part of London—a conference was held to consider drafting a superannuation bill, and Mr. Tagg was appointed its chairman. In the following year he took part in a deputation to Mr. Chaplin, President of the Local Government Board, to urge the claims of the bill, which had then been drafted.

The bill was presented to the House of Commons in 1897, but failed to secure a second reading. It was reintroduced in 1898, with the same result. In 1899, after a conference representing municipal officers all over the country had entrusted full powers to Mr. Tagg and Mr. C. J. F. Carrell, the bill was introduced a third time, but again failed to win a hearing. Later that year, Mr. Tagg and Mr. Carrell retired from the fight and handed over the bill to the Municipal Officers' Associations. It was not until 1922 that the first superannuation bill—an adoptive measure—became law, and not until 1937, 40 years after the presentation of Mr. Tagg's first bill, that compulsory superannuation for all local government officers was secured. Though he had then retired from service, he lived to see his dream come true.

Capt. W. T. Wade

Another NALGO pioneer who has died recently is Capt. **W. T. Wade,** formerly markets superintendent at Manchester. He went to Australia in 1922 and died at Sydney, New South Wales.

Capt. Wade was an ardent supporter of the Association and did much to help lay its solid foundations. He was a member of the general purposes committee from 1912, and in 1919 topped the poll at the election of the North-Western District representatives for the first National Executive Council, remaining a member of the N.E.C. until his departure to Australia. He was also president and chairman of the Manchester branch, chairman of the North-Western District Committee, and vice-chairman of the Lancashire and Cheshire provincial council.

RARE HONOUR FOR PILOT

A rare honour, awarded only for special service, has been granted to Pilot Officer Ernest John Clelland, one of the prisoners listed above. His mother, who lives at Worthing, has received from his commanding officer a copy of his squadron's coat of arms, prepared by Chester Herald at the Royal College of Arms, and signed by the King. A letter accompanying the award states that it has been granted in recognition of flying operations.

Pilot Officer Clelland, who does not yet know of the award, was captured after flying over Germany almost every night for three months.

Before the war he was on the staff of the Bedfordshire county library, and had been a member of the Bedford county branch of NALGO since 1927.

Other recent honours for NALGO warriors include:

Military Medal—Sgr. A. Coxon, R.C.S. clerk's dept., Durham C.C.

Mention for Distinguished Service in the Field—2nd Lieut. D. St. John Evans, R.E., 2 roads dept., Glamorgan. Lt. Evans, who is the son of Mr. Evan Evans, deputy county surveyor for Glamorgan and president of the Glamorgan county branch, was killed during the evacuation from Dunkirk.

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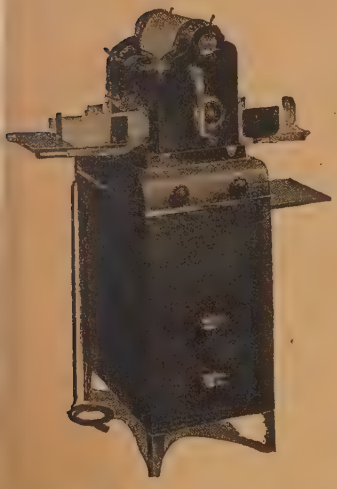

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STATEMENT OF ACCOUNTS
December 31, 1940

LIABILITIES	£
Capital paid up	15,158,621
Reserve Fund	12,410,609
Current, Deposit and other Accounts	578,663,617
Acceptances and Confirmed Credits	4,797,146
Engagements	9,351,644
ASSETS	
Coin, Notes and Balances with Bank of England	69,527,197
Balances with, and Cheques on other Banks	21,974,434
Money at Call and Short Notice	26,069,553
Bills Discounted (British Treasury Bills £48,048,384)	57,641,734
Treasury Deposit Receipts	67,500,000
Investments	156,686,506
Advances and other Accounts	188,083,067
Liabilities of Customers for Acceptances, etc.	14,148,790
Bank Premises	9,613,124
Shares in Yorkshire Penny Bank Ltd.	937,500
Shares in Affiliated Companies	8,199,732

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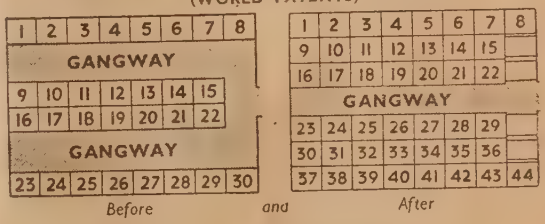

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Salaries and Service Conditions

NORTH EASTERN AND YORKSHIRE

Morley B.C. has amended the scales of salaries for juniors as follows :

Males : £45 at age 16+£15—£120 at age 21.

Females : £45 at age 16+£15(1)+£10(4)—£100 at age 21.

The next higher scale for females has been amended to £110+£10—£130. The new scales approximate closely to the Whitley Council scales.

Spenborough U.D.C. has adopted the Whitley Council scales comprising Grades A and B(1) (except the final increment) for males and Grades A, B and C for females. The revision affords automatic progression to £205 at 26 for males and to £130 at 24 for females. Necessary adjustments of increments are to be spread over not more than three years beginning January 1, 1941.

Leeds C.B. has revised the existing scales for females. By automatic progression, according to age, a salary of £145 is now assured at age 25.

Gateshead C.B. has adopted the following revised scales :

Female (third class) and junior male scales : £39 at age 15+£13(5)+£6—£110.

Females second class : £117+£13—£143.

Females first class : £156+£13—£169.

Females special class : £182.

Dewsbury C.B. has agreed to the establishment of a local joint committee.

Huddersfield C.B. has decided to form an establishment sub-committee to afford a recognised medium of approach for the submission of staff representations. The functions and scope of the sub-committee are to be the subject of further consideration.

At a special meeting, **Keighley** branch decided by a majority vote to support the motion of the South Wales branch urging NALGO affiliation to the T.U.C. The meeting was addressed by Mr. A. G. Bolton, N.E.C., hon. secy. of the Yorkshire district committee, who outlined the advantages and disadvantages of affiliation and stated the general view of the N.E.C. on the question.

MIDLANDS AND SOUTH WALES REGION

Sutton-in-Ashfield U.D.C.—Has adopted the East Midlands provincial council scales of salary.

Boston R.D.C. has adopted the junior scale of the East Midlands provincial council up to £100 (men) and £85 (women) at age 20.

Walsall C.B. has adopted the following revised scales for women staff : £50 at age 16+£15(1)+£10(7)+£5(1)—£130 (bar)+£10(2)—£150 (max.)

The scale applies to new appointments and to members of the existing staff from April 1, 1941.

SOUTHERN REGION

Exmouth U.D.C. has amended its sick fund pay rules to give six months on full pay and six months on half pay, with review after twelve months, and no deduction of national health insurance payments.

The **Isle of Ely C.C.** has adopted the following new grades for its junior staff and typists.

1. Subsidiary scale : youths or girls, age 14 to 16 : £40+£5—£50.

2. Typists (to apply at age 16, provided persons appointed (*a*) have secondary school education, have passed the school certificate examination, and can type ; or (*b*) are efficient shorthand typists with at least one year's business experience) : (i) £50+£10(2)+£12 10s.(2)+£15(2)—£125. (ii) special grade for senior typists : £125+£15—£140.

3. Junior clerks, other than typists (to apply at age 16, provided persons appointed have : (*a*) secondary school education and have passed the school certificate examination, or (*b*) had at least one year's business experience fitting them for the post to be filled) : females, £50+£10(2)+£12 10s.(2)+£15(2)—£125 ; males, £50+£10(2)+£12 10s.(2)+£15(3)—£140.

NORTH-WESTERN AND NORTH WALES

Wigan C.B. has approved an application by the Association for the re-grading of a woman clerk in the baths department, resulting in an increase of remuneration from £110 5s. 8d. to £117 p.a.

SOUTH-EASTERN DISTRICT

Cost of living bonus was the principal subject of discussion at a well-attended annual meeting of the South-Eastern district committee at Tunbridge Wells on December 14. The committee was definitely of the opinion that no officer earning more than £500 p.a. should receive a bonus, and a recommendation to this effect was adopted for submission to the National Executive Council. The view was expressed that, had the National Whitley Council recommendations contained this proviso, many more authorities in the district would have adopted the scale.

Interesting discussion also arose on the decision of the N.E.C. not to hold a conference or delegate meeting in 1941, and not to hold the N.E.C. elections. A small section of the committee expressed the fear that the Association was casting away its democratic principles by not holding a delegate meeting ; but the majority appreciated that the N.E.C. had taken the only sensible course. On the question of elections, however, the overwhelming opinion was that the normal procedure should be carried out, and a resolution to this effect was adopted with only two dissentients.

All officers were re-elected for a further period of one year.

EASTERN DISTRICT

At the annual meeting of the Eastern district committee at Cambridge, on December 21, 1940, some discussion took place on the resolution of the South Wales district committee on the principle of affiliation to the T.U.C. After it had been pointed out that the Emergency Executive of the N.E.C. was considering the matter on January 18, and also that it was intended to circulate an agreed statement on what affiliation would entail, the committee decided to defer consideration to its next meeting.

Much time was spent on the question of the 40 per cent rebate to certain branches in the district and the committee expressed strong dissatisfaction with the N.E.C.'s decisions. A resolution was adopted deploring the delay in dealing with the recommendations submitted by the district committee in December, 1939, expressing the view that the decision reached was made too late to operate fairly in 1939–40, and urging that the rebate should, therefore, be granted.

The following officers were elected for the new year : Mr. C. F. Lolley, Bedfordshire county, chairman ; Mr. C. E. Warren, Southend-on-Sea, vice-chairman ; Mr. E. F. Bacon, Norfolk county, hon. secretary ; Mr. W. W. Elven, Norwich, hon. treasurer.

Mr. E. B. King, Chief Assistant, and Mr. S. K. Ruck, Acting General Inspector, in the Public Assistance Department of the London County Council, have become members of NALGO.

SCOTTISH NOTES

Debate on T.U.C. Affiliation Deferred : More Bonus Awards

The Scottish Council met in Glasgow on December 14 last and Mr. A. G. M. Archibald was warmly welcomed back to the chair after his long absence through illness.

The annual report showed good progress in membership and in service conditions despite the war. A favourable financial statement was submitted by the honorary treasurer, Mr. J. Weir Neilson, who was warmly thanked for his many years of service on his retirement from that position.

"But you SAID two fire guards for each department!"

Mr. S. H. Brodie reported verbally on the negotiations for war increases in the Scottish Whitley council, and the divisional secretary explained the circumstances which led the staff side to come to an agreement with the employers rather than to carry their appeal to the national arbitration tribunal.

On the question of affiliation to the Trades Union Congress, a letter from the South Wales and Monmouthshire district committee was submitted, together with a letter from the general secretary stating that a statement setting out the arguments for and against affiliation would be issued and circulated. It was agreed to adjourn consideration until this statement had been received.

All the existing office-bearers were re-elected with the exception of Mr. J. Weir Neilson, who was succeeded by Mr. T. Young, Glasgow. It was agreed also to re-appoint the emergency committee and the representatives on the Whitley council.

Cost of Living Bonus

Two or three local authorities in Scotland were given a time limit in which to adopt the Whitley council awards on cost-of-living bonus. **Aberdeen C.C.** was one. It had delayed coming to a decision since last May. The council then proposed to grant the first award from November 15. We protested, and asked that the award—the first—be granted from May 15, and the council has now agreed to do this. It has remitted the second award, which gives 6 per cent on salaries up to £300 and 3 per cent on the next £50 to officers over 21, to the finance committee.

Ross and Cromarty C.C. has reversed its decision and agreed to grant the bonus.

Renfrewshire has appointed a sub-committee to deal with salary scales and bonus, and, as there now seems good hope of a satisfactory arrangement being made, we are delaying reporting the matter to the Ministry.

Port-Glasgow, on the other hand, has definitely refused to adopt the Whitley council recommendations, and we have, therefore, no option but to report it.

Lanarkshire

The county council has granted our application to have the junior female staffs placed on the Whitley council scale, abolishing the present scale rising to a maximum of £70 p.a. The new female scale, taking effect from November 16 last, is :

	Minimum	Maximum
First class	—	£170
Second Class	—	£150
Third class	—	£135
Fourth class	£40	£125

At the same meeting, the council agreed to our request that one of the district sanitary inspectors have his grade raised from £290 to £350

Glasgow Branch

At a three-hour meeting on January 6, the executive discussed a request from Headquarters for the arguments of the branch in support of its resolution urging affiliation with the T.U.C. It was agreed that the secretary should state the reasons. The divisional secretary reported on the system of promotion of female staffs in the transport department, and it was agreed that the women should collect further information and consult with Mr. Mortimer.

The secretary reported that he had sent postal orders for 7s. 6d. to 235 members on service with H.M. Forces, as a Christmas gift.

Congratulations

These notes would be incomplete if we failed to record our congratulations to Sir Patrick and Lady Dollan on the honour which the King has conferred upon them. No two people have worked harder for the welfare of the city of Glasgow.

The M.B.E. awarded to the president of the Ayrshire branch, Mr. William Gray, is recorded on another page. All Scottish members, and particularly those in Ayrshire, who know the good work Mr. Gray has done for NALGO and for many other good causes in the county, will wish to congratulate him.

We congratulate also our Dumfries branch secretary, Mr. W. McRobbie, on his appointment as depute town clerk of the burgh.

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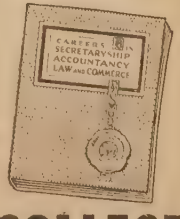

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UXBRIDGE - - - - - - - - - - 182 High Street
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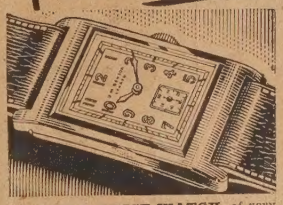

L.G.S. Feb.

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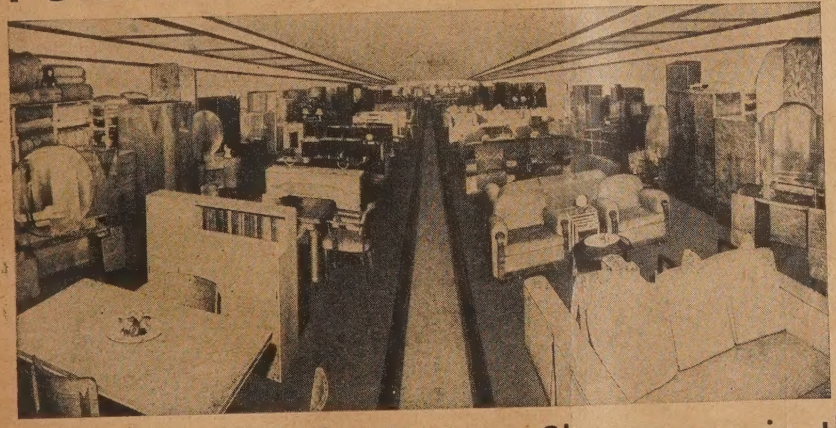

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869 COUNCILS NOW PAYING BONUS

UP to the date of going to press, 869 local authorities had adopted cost-of-living bonus schemes for their official staffs. Of these, 298 had adopted the National Whitley Council scale in full, 110 had adopted that scale with modifications, and 461 had adopted other scales. Detailed figures are :

Cost of Living 26.4 p.c. Up

The Ministry of Labour cost of living index figures for each of the past six months, showing the increase in cost of living of a "typical working-class family," since July, 1914 (taken as 100) are :

August	185	November ...	192
September ...	187	December ...	195
October ...	189	January	196

The actual percentage increases in the cost of living since September 1, 1939 (when the index figure was 155) are, therefore :

August	19.3	November ...	23.9
September ...	20.6	December ...	25.8
October ...	21.9	January ...	26.4

ENGLAND AND WALES—	N.W.C. Scale in Full	N.W.C. Scale Modified	Other Scales	Total
C.C.	2	15	34	51
C.B.	19	9	40	68
Met. B. & City C.	—	21	6	27
B.	65	21	101	187
U.D.	122	17	136	275
R.D.	72	23	62	157
Other Auths.	18	4	34	56
SCOTLAND—				
C.C.	—	—	10	10
Burghs	—	—	34	34
Other Auths.	—	—	4	4

This month's list, which is additional to those published in previous issues, is :

WHITLEY COUNCIL SCALE

URBAN DISTRICTS

Barnet
Beeston and Stapleford
Matlock (minimum £10 p.a.)
Melksham
Raunds
Waltham Holy Cross

RURAL DISTRICTS

Ashby-de-la-Zouch
Bradford and Melksham
Caistor
Devizes
Grimsby
Kington (Minimum £10 p.a.)
Upton-on-Severn

WHITLEY SCALE MODIFIED

COUNTY COUNCILS

Bucks.—6 per cent on first £300 provided salary plus bonus do not exceed £500.

Wilts.—6 per cent up to £310, with marginal adjustment to £328.

BOROUGHS

Gosport—6 per cent up to £260.

Margate—Whitley scale up to £500 ; no bonus over £500.

Newbury—6 per cent up to £260 ; retrospective to April 1, 1940.

URBAN DISTRICTS

Brigg—6 per cent to all junior staff from June 1, 1940 ; no bonus to clerk, surveyor or gas manager.

RURAL DISTRICTS

Eton—6 per cent on first £250 with minimum of £10, from November 1, 1940.

OTHER SCALES

COUNTY COUNCILS

Anglesey—*To indoor officers and staff* : 5s. p.w. up to £65; 2s. 6d. p.w. between £78 and £104; 6 per cent between £104 and £250. *To institutional officers and staff* : 6 per cent (excluding emoluments).

COUNTY BOROUGHS

Bournemouth—6 per cent up to £220 ; salary and bonus not to exceed £230.

Croydon—4 per cent up to £180 ; 5 per cent between £180 and £300 ; 4 per cent between £300 and £400.

CITY OF LONDON

City of London Corporation—Civil service scale (*i.e.*, 1s. 6d. p.w. under 18 ; 2s. 6d. between 18 and 21 ; over 21 : 3s. p.w. on salaries up to 40s. ; 4s. between 40s. and 50s. ; 5s. between 50s. and 95s. ; nothing over 95s.

BOROUGHS

Beckenham—Civil service scale (see City Corporation above) from December 1, 1940.

Kingston-on-Thames—*Single Employees* : 6 per cent up to £260, with marginal adjustment to £275 ; *Married Men* : 6 per cent on first £300 up to £350, from January 1.

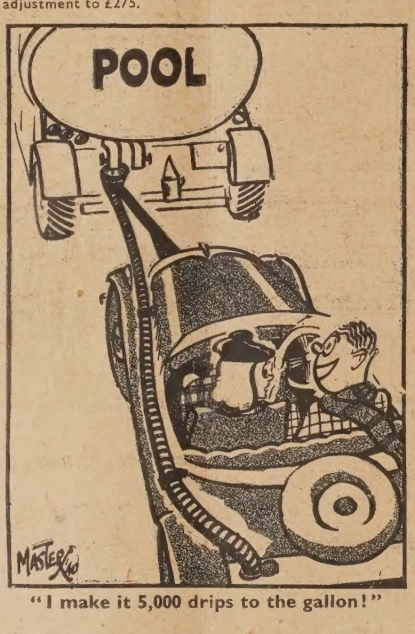
Stamford—10 per cent up to £250 ; 5 per cent over £250, from December 1, 1940.

Wanstead and Woodford—11½ per cent on first £104 of salaries up to £208 (with marginal adjustment to £219 19s. 3d.), to be increased or decreased (by 2s. p.w. on £104) for each variation of 9 points in the cost-of-living figure above or below 175.

Wood Green—6 per cent for permanent staff, 4s. p.w. for adult and 2s. 6d. for junior temporary officers earning up to £250 (with marginal adjustment to £260 8s.).

URBAN DISTRICTS

Cheshunt—6 per cent up to £260, with marginal adjustment to £275.



"I make it 5,000 drips to the gallon!"

Sidmouth—5s. p.w. to married, 2s. 6d. to single men, earning up to £250.

Stone—4s. p.w. to adult men (except chief officers), 3s. to adult women, 2s. to juniors, retrospective to January, 1940.

RURAL DISTRICTS

Newcastle-under-Lyme—5 per cent up to £250, 3 per cent over £250.

SCOTLAND

Falkirk Public Library Committee—Scottish Whitley council amended scale.

AMENDMENTS

(*The dates given in brackets refer to the issues of "Local Government Service" in which previous decisions were published.*)

COUNTY COUNCILS

Devon—Salary limit for married men raised to £275 (November).

Kesteven—6 per cent on cash salaries of *institutional staffs*, from August 1, 1940, added to previous awards (March and September).

Surrey — Previous decision (September) rescinded ; now paying, from Nov. 1, 1940, 4s. p.w. to officers over 21 and married men under 21 earning up to £260 (with marginal adjustment to £270 8s.) ; 2s. 6d. p.w. between 18 and 21, 1s. 6d. p.w. under 18.

COUNTY BOROUGHS

Burton-on-Trent—Previous decision (August) rescinded ; Whitley scale adopted from January 1.

METROPOLITAN BOROUGHS

Chelsea—Previous decision (October) rescinded ; now adopted London Whitley council scale (*i.e.*, 6 per cent on first £300 of all salaries) from July 1, 1940.

Westminster—Previous decision (October) rescinded ; now adopted, from October 1, 1940, London Whitley council scale (limited to salaries up to £500).

BOROUGHS

Calne—Whitley scale retained for chief officers only ; bonus for others increased to 7½ per cent.

Chippenham—Previous decision (November) rescinded ; now adopted Whitley scale.

Epsom and Ewell—Previous decision (November) rescinded ; now 6 per cent on first £310, from January 1.

Goole—Previous decision (June) rescinded ; now adopted Whitley scale, retrospective to April 1, 1940.

Hartlepool—Previous decision (May) rescinded ; now giving 3s. p.w. to officers under 18 ; 4s. p.w. between 18 and 21 ; 5s. p.w. over 21, earning up to £350.

Sutton and Cheam—Previous decision (December) rescinded : now 6 per cent on first £300 of salaries up to £500.

Sutton Coldfield—Previous decision (June) rescinded ; now adopted Whitley scale from December 1, 1940.

URBAN DISTRICTS

Carlton—Previous bonus (August) increased from 3s. to 5s. p.w.

Darfield—Previous decision (October) rescinded ; now giving 7s. p.w. to all officers.

Welwyn Garden City—Decision published in December issue is not correct ; the council has refused a bonus.

Knaresborough—Previous bonus (July) increased to 3s. p.w. between 16 and 17, 4s. 6d. between 18 and 21 ; 6s. above 21.

RURAL DISTRICTS

Cheadle—Decision published in July should read : 6 per cent up to £300.

OTHER AUTHORITIES

Essex Rivers Catchment Board—Previous bonus (July) extended to all officers earning up to £5 p.w.

SCOTLAND

Stirlingshire and Falkirk Water Board—Previous decision (November) rescinded ; now 5s. 6d. p.w. to all officers.

LOCAL ELECTIONS AND REGISTER OF ELECTORS (TEMPORARY PROVISIONS) ACT, 1940.

THIS Act continues in force the Local Elections and Register of Electors (Temporary Provisions) Act, 1939, which postponed elections of local authorities and the preparation of the register of electors. The Bill as presented in the House of Commons in December, 1940, made provision for enabling a contributory employee under the Local Government Superannuation Act, 1937, who had received remuneration in the year 1939 in connection with the preparation of the register of electors to continue to contribute under that Act as if he had continued to receive such remuneration ; and if he so contributes the remuneration which he would have received is reckonable for the purpose of the calculation of his superannuation allowance. It made no provision, however, for payment of superannuation contributions in respect of fees received for acting as returning officer at a local election and failed to provide for contributions to be made to a fund under a local act superannuation scheme. As a result of representations made by the Association to the Home Office, the Bill was amended to meet these two points. The Act as passed, therefore, provides for payment of superannuation contributions by an officer who had been receiving fees as returning officer at a local election as well as by an officer who had been receiving remuneration in connection with the preparation of the register of electors. The Act further provides for payment of contributions to the superannuation fund of a local act scheme as well as to a superannuation fund under Part I of the Local Government Superannuation Act, 1937.

MIDLAND REGIONAL OFFICE

The address of the new Midland Regional office was incorrectly given in the December journal. It should be :

J. E. N. Davis, 14, Earlsbury Gardens, Birchfields, Birmingham 20 (phone: Birchfields 5123).

War Pay Position

AT the time of going to press, 1,128 local authorities had reached decisions on the making up of war service pay. The position then was :

ENGLAND AND WALES	Full Pay	Qual. Pay	No Pay	No Decn.
County Councils ..	24	37	—	—
County Boroughs ..	33	48	2	—
Met. Boroughs ..	26	3	—	—
Boroughs	116	112	19	62
Urban Districts ..	144	145	53	230
Rural Districts ..	106	128	20	221
Others	17	11	—	—
SCOTLAND				
County Councils ..	4	25	1	9
Burghs	6	38	8	143
Others	1	1	—	—
Total	477	548	103	659
Percentage of total decisions	42.3	48.6	9.1	

WHO'S WHO ?

THE day when the municipal officer knew everybody worth knowing in his area, and was independent of any source of reference beyond his files and the memory of the chief clerk is long past. To-day, more than ever before, a handy reference book of names, titles, achievements, and addresses is essential if he is to maintain successful and efficient contact with the countless personalities, great and small, who are engaged in official or voluntary work, or whose help may prove useful in solving countless war-time problems. For that reason, "Who's Who" (A. & C. Black : 65s.) is an essential part of municipal office furniture. The 1941 edition, correct to August, 1939, is fully up to the standard set by its ninety-two predecessors.

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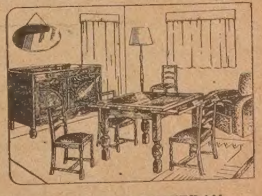

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We are confident that Public Officials will wish to co-operate and assist us in the same spirit that we have served them in the past and to favour us with all their enquiries as hitherto.

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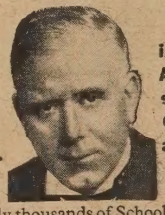

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